

ORDINARY COUNCIL MEETING

ATTACHMENTS BOOKLET

Under Separate Cover

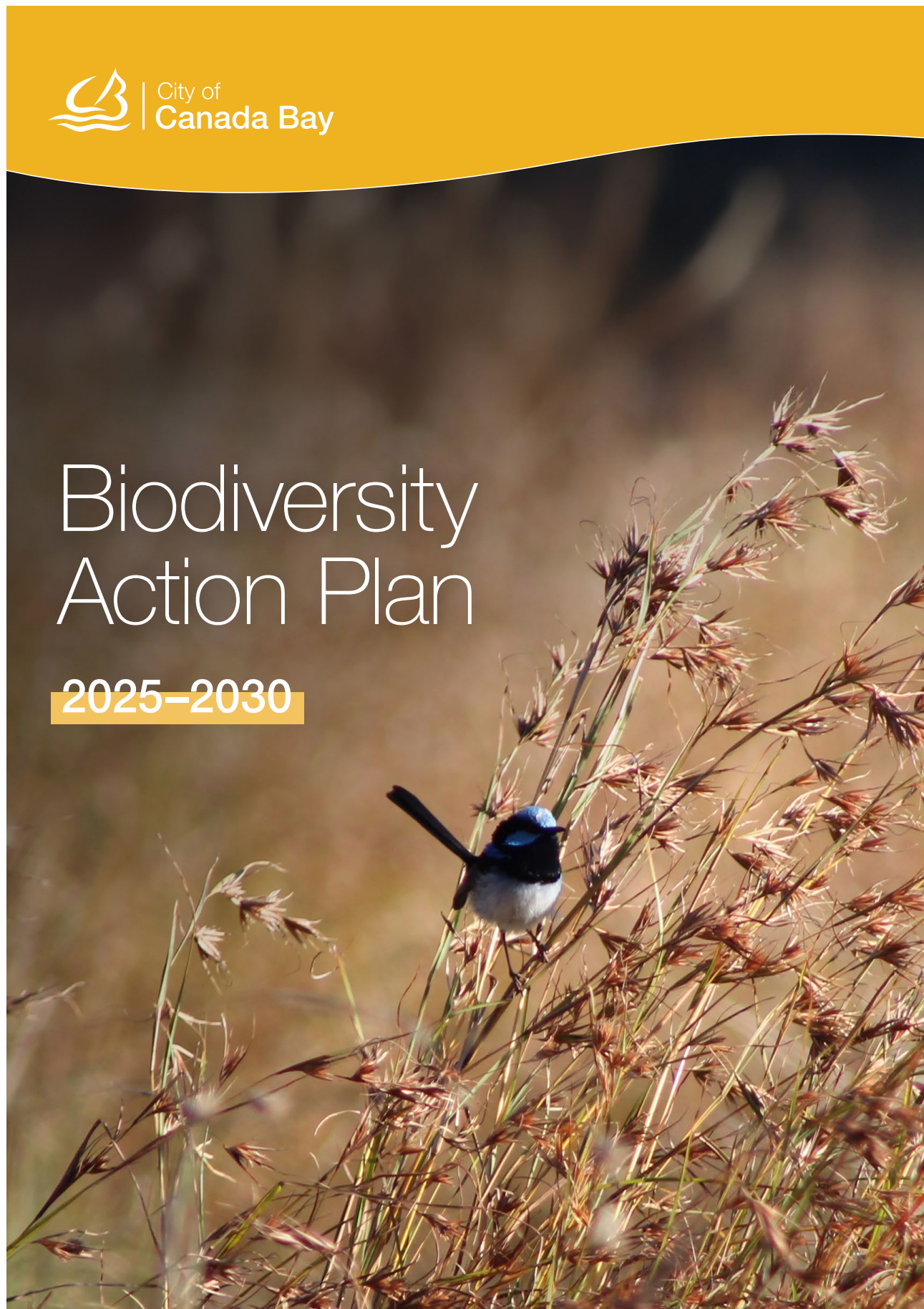
Tuesday, 16 September 2025

Table of Contents

9.2	City of Canada Bay Biodiversity Action Plan 2025–2030 and Weeds Management Plan	
	Attachment 1 Biodiversity Action Plan 2025	4
	Attachment 2 Local Weeds Management Plan	50
10.1	City of Canada Bay Local Traffic Committee Minutes - 14 August 2025	
	Attachment 1 Traffic Committee Agenda - 14 August 2025	100
	Attachment 2 Traffic Committee Minutes - 14 August 2025	212
12.2	Cash and Investments Report - August 2025	
	Attachment 1 Investment Report August 2025	219
12.3	Annual Financial Statements for the Year Ended 30 June 2025	
	Attachment 1 Annual Financial Statements 2025	230
12.5	Code of Conduct Policy Review	
	Attachment 1 Code of Conduct Policy	325

Biodiversity Action Plan

2025–2030



Acknowledgement of Country

The City of Canada Bay acknowledges the Wangal clan, one of the 29 tribes of the Eora Nation, as the Traditional Custodians of this land. We pay our respects to Elders past, present, and emerging, and extend this respect to all Aboriginal and Torres Strait Islander people living in or visiting the City of Canada Bay.

This Biodiversity Action Plan recognises that the lands, waters, and ecosystems of Canada Bay are places of deep cultural, spiritual, and ecological significance. For tens of thousands of years, the Wangal people have cared for Country, sustaining diverse landscapes and the species that call them home. From the Grey-headed Flying-fox foraging in flowering eucalypts, to the Powerful Owl roosting in remnant Sydney Turpentine-Ironbark Forest, and the migratory Bar-tailed Godwit feeding along the tidal flats of Hen and Chicken Bay, these species remind us of the enduring connection between culture, biodiversity, and Country.

In acknowledging Country, we also recognise that biodiversity conservation is inseparable from cultural heritage. The foreshore, wetlands, and bushland of Canada Bay, home to species such as Eastern Bent-winged Bats, White-bellied Sea-eagles, and the delicate Coastal Saltmarsh plant communities, remain vital places of connection, learning, and identity for the Wangal people. By honouring their knowledge systems and custodianship, this Plan seeks to embed 'Caring for Country' principles into the way we conserve, restore, and celebrate our local natural environment.

The City of Canada Bay is committed to working alongside First Nations communities to ensure biodiversity actions respect cultural heritage, strengthen connections to Country, and help sustain both ecological and cultural resilience for future generations.



Guided tour of the Walk on Wangal Nature Trail with Koori Kinnections.

Contents

Acknowledgement of Country	2
What is Biodiversity?	4
Why is Biodiversity important?	6
Plan Framework	8
Commitment to Biodiversity	9
Governance of the plan – Monitoring and Review	10
Environmental Strategy	10
Determining Biodiversity Significance in an Area	12
Biodiversity in the City of Canada Bay	14
Wetlands & Waterways	16
Terrestrial Biodiversity	18
Biodiversity Management in the City of Canada Bay	22
Guiding Principles	24
Biodiversity Priorities	26
Priority areas	27
Priority species for planting	28
Priority habitat	30
Priority weeds	31
Implementation of the Biodiversity Action Plan	32
Nature is Protected, Connected, and Celebrated	34
Nature is Protected and Enhanced	35
Nature is Connected	38
Nature is Celebrated	42

What is Biodiversity?

What is Biodiversity?






Biodiversity Action Plan 2025–2030

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What is Biodiversity?

Biodiversity (short for **biological diversity**) refers to the variety of all living organisms on Earth, including plants, animals, fungi, and microorganisms, as well as the ecosystems they form and the genetic differences within species. It exists at three main levels:

 <p>Genetic Diversity</p> <p>The variation in genes within a species, which allows populations to adapt to changing environments.</p>	 <p>Species Diversity</p> <p>The variety of species within a particular habitat or ecosystem.</p>	 <p>Ecosystem Diversity</p> <p>The different types of ecosystems, such as forests, oceans, wetlands, and grasslands, which support various forms of life.</p>
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Why is Biodiversity important?

Biodiversity plays a vital role in maintaining ecological balance, supporting economic stability, preserving cultural heritage, and ensuring long-term environmental resilience. The City of Canada Bay is home to a variety of native species and ecosystems that provide essential services to the local community. However, these natural assets face significant threats, requiring conservation efforts to sustain their benefits for future generations.

Ecological Benefits

Biodiversity is essential for healthy, resilient ecosystems, supporting complex interdependent relationships between species across diverse environments, from wetlands and coastal saltmarshes to forests and grasslands. Native plants and animals provide critical ecosystem services, including pollination, water purification, soil fertility, nutrient cycling, and carbon sequestration. For example, mangroves and saltmarsh communities along foreshores act as carbon sinks, reducing the impacts of climate change by absorbing significant amounts of carbon dioxide. Native vegetation, such as Sydney Turpentine-Ironbark Forest and estuarine habitats, not only supports wildlife, including birds, mammals, and amphibians, but also enhances ecosystem balance and climate resilience. Green spaces and tree canopies reduce urban heat, improve air quality, and mitigate environmental stressors, making biodiversity conservation essential for helping ecosystems recover from increasing threats such as bushfires, floods, and climate change.

Economic and Agricultural Importance

Biodiversity is essential to a strong and sustainable economy, particularly in agriculture, fisheries, and tourism. Many crops, such as wheat and various fruits, depend on native pollinators like bees and birds, while the fishing industry relies on healthy marine biodiversity, including coastal saltmarsh communities that serve as nurseries for commercially important species like prawns and barramundi. Beyond food production, tree canopy coverage and proximity to green spaces have been shown to increase property values, while natural pest control, soil fertility, and water regulation help reduce dependence on costly artificial interventions in urban landscapes and community gardens. The loss of biodiversity would not only destabilise natural ecosystems but also jeopardise economic livelihoods, highlighting the need for conservation efforts that balance environmental health with economic resilience.

Cultural and Indigenous Connections

For First Nations peoples, biodiversity is deeply connected to cultural identity, traditions, and knowledge systems. Aboriginal and Torres Strait Islander communities have sustainably managed land and water for over 65,000 years, using fire management techniques and Traditional Ecological Knowledge (TEK) to maintain ecosystems. Many native species, such as bush tomato and kangaroo grass, are vital to Indigenous food, medicine, and cultural practices. In the City of Canada Bay, biodiversity holds particular significance for the Wangal people, with areas along the Parramatta River foreshore like Cabarita Park and Hen and Chicken Bay identified as important gathering places for food, materials, and spiritual connections to Country. Protecting biodiversity is not only about conservation but also about respecting and preserving Indigenous cultural heritage and recognizing traditional custodianship of the land. Incorporating traditional ecological knowledge into conservation efforts helps safeguard both natural and cultural heritage, strengthening connections between communities and the environment.

Threats and the Need for Conservation

The biodiversity in the City of Canada Bay faces numerous threats, including habitat loss due to urban development, pollution, invasive species, and climate change. Edge effects, such as light pollution, weed invasion, and habitat fragmentation, further endanger native species and disrupt ecological connectivity. Without intervention, these pressures could lead to declining species populations, reduced ecosystem function, and increased vulnerability to environmental shocks.

What can be done?

Protecting biodiversity requires a collaborative approach, involving governments, industries, communities, and individuals. Federal and State initiatives such as the Threatened Species Action Plan, Indigenous-led land management programs, and urban greening projects play a vital role in restoring habitats and enhancing ecological resilience. Within the City of Canada Bay, conservation efforts focus on sustainable land management, expanding green spaces, and protecting native flora and fauna.

Individuals can contribute by participating in habitat restoration, managing invasive species, reducing pollution, and engaging in community initiatives such as Backyards for Biodiversity, Bushcare, citizen science programs,

and wetland restoration projects. Urban planning and climate adaptation strategies, including tree canopy expansion and foreshore rehabilitation, further support biodiversity and ecosystem health.

Biodiversity is fundamental to Australia's environmental sustainability, economic stability, and cultural heritage. Its preservation ensures the long-term well-being of ecosystems, communities, and future generations. By integrating conservation principles into planning, policy, and daily practices, the City of Canada Bay can safeguard its unique biodiversity and build a resilient, thriving natural environment for the future.

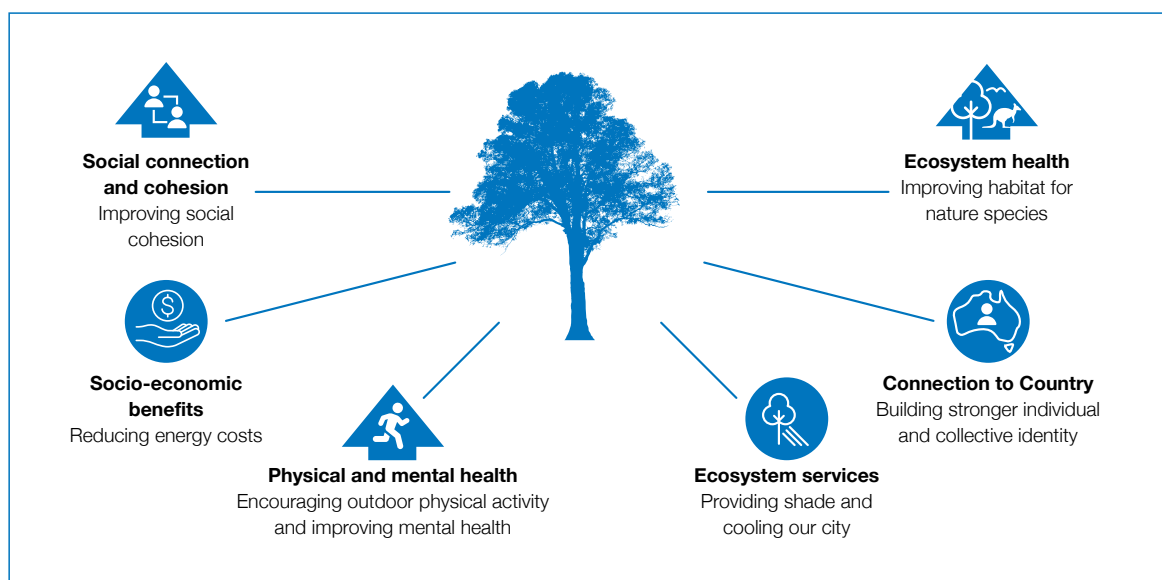


Figure 1. Potential benefits that nature can provide in Canada Bay, adapted from Nature Conservancy Australia.

Plan Framework

The City of Canada Bay Biodiversity Action Plan serves as an update and refresh of the 2019 Canada Bay Biodiversity Framework and Action Plan, incorporating new data and insights from the 2023–24 Flora and Fauna Survey. This updated plan reflects current biodiversity priorities and ensures that conservation efforts remain evidence-based, adaptive, and responsive to environmental changes, urban development pressures, and community needs.

The framework is structured around three interconnected themes, each addressing key biodiversity priorities:



Nature is Protected and Enhanced – Focusing on the preservation and restoration of natural areas, particularly Endangered Ecological Communities (EECs), through habitat restoration, invasive species and pollution control, and increasing native species diversity and tree canopy coverage.



Nature is Connected – Strengthening ecological networks to support wildlife movement and habitat connectivity by regenerating biodiversity corridors, restoring foreshore and riparian areas, and integrating First Nations knowledge to foster a deeper connection to Country.



Nature is Celebrated – Inspiring community engagement and stewardship through education, citizen science, volunteer programs, and local conservation initiatives, ensuring biodiversity is valued, protected, and enjoyed by the community.

By aligning with these themes, the Biodiversity Action Plan provides a clear and practical framework to guide planning, on-ground management, and community partnerships, ensuring the long-term protection and resilience of biodiversity in the City of Canada Bay.



Commitment to Biodiversity

Australia's Biodiversity Conservation Strategy 2010–2030 provides a national framework for conserving biodiversity. It recognises that human well-being relies on healthy ecosystems, which are increasingly under threat from habitat loss, invasive species, unsustainable use, altered water and fire regimes, and climate change. The Strategy warns that human actions have caused lasting harm, compromising nature's ability to support our needs. It calls for urgent, collective action to protect biodiversity before further decline occurs.

There are also several other policies, agreements and frameworks at a global level.

By observing these international, national, state and regional obligations, Council ensures biodiversity is preserved, enhanced, and integrated into urban planning and land management.

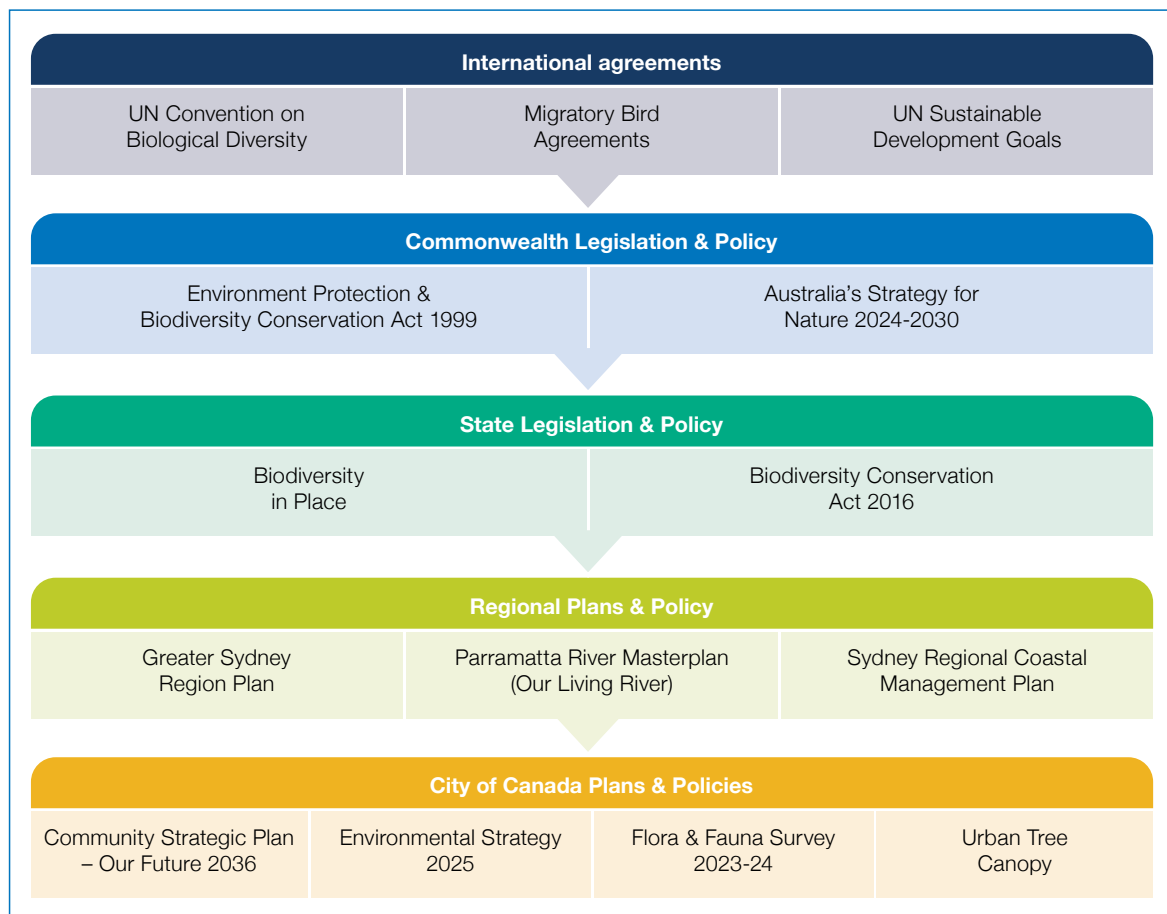


Figure 2. International, national, state-level and regional obligations.

Governance of the plan – Monitoring and Review

Governance

The Manager Sustainability and Waste is the owner of the plan and the Coordinator Environmental Sustainability will oversee the delivery of the plan. This role will involve coordinating projects with key stakeholders and managing the overall performance of the plan. The identified lead teams will implement the specific projects and secure necessary resources. Each action identifies the lead department responsible for its implementation and any supporting teams.

Funding

Funding for this plan will come from general revenue funds, grants and people resourcing. Each year projects will be listed in the operational plan for budgetary approval. Action priorities will be reviewed annually to ensure alignment with Council's strategic objectives and to ensure funding is allocated.

Reporting, Evaluation and Review

Each project will be reviewed, monitored and case studies produced to highlight key projects. The overall performance of the plan will be measured annually against the established targets and indicators. Ongoing improvement will be integrated into the plan. Progress will be monitored and reported through Council's current reporting mechanisms and a report on completed actions will occur in the annual report each year.

The Plan is intended to remain a flexible document, capable of responding to emerging data, and shifting priorities.

A formal review of the plan will occur in 5 years from the date of adoption.

Environmental Strategy

The City of Canada Bay's Environmental Strategy 2025 sets clear biodiversity objectives. This Biodiversity Action Plan aligns directly to the Environmental Strategy and supports delivery of the targets.

Biodiversity Targets



1. Increase native diversity

Increase native plant diversity and animal species within the LGA.



2. Enhance habitat connectivity

Improve habitat connectivity within identified biodiversity corridors by 2030.



3. Community participation

Increase community involvement in biodiversity care by 25% by 2030.



4. Green grid engagement

Achieve 15% participation of residents in Green Grid areas in the Backyards for Biodiversity program by 2030.

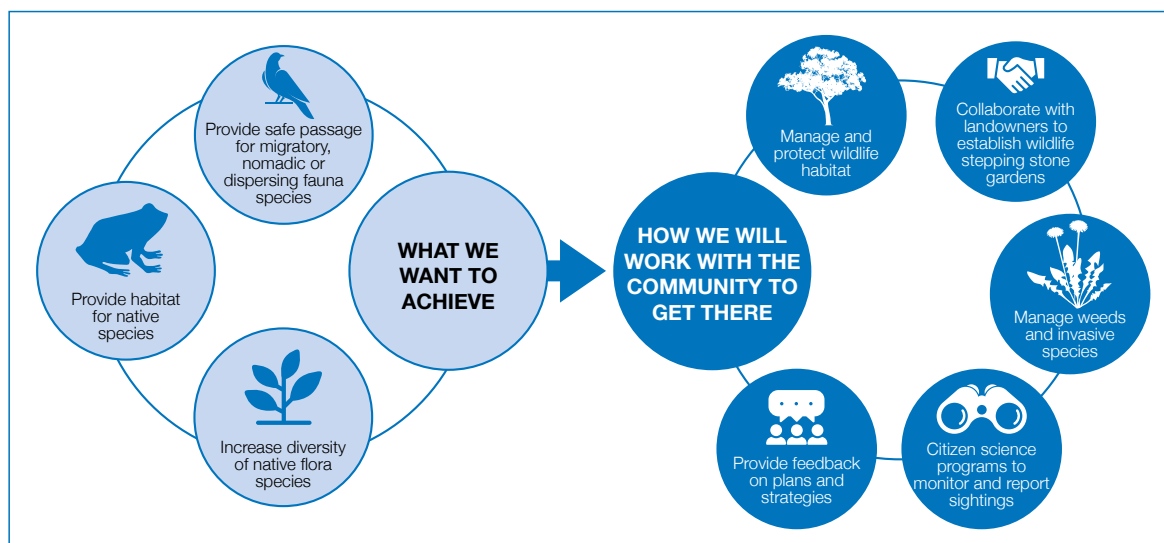


Figure 3. Community-led approaches to enhance and protect wildlife habitat and biodiversity.

How will we get there?

Achieving these targets requires clear goals supported by practical actions. The Environmental Strategy outlines three biodiversity goals which provide the framework for success, and this Biodiversity Action Plan translates them into on-ground outcomes.

1. A community connected to nature where individuals actively engage with and care for the natural environment.

This goal directly supports the participation targets by encouraging greater community involvement in caring for nature. Actions include expanding Bushcare, citizen science, and planting programs, alongside education campaigns and local events that inspire people of all ages. By creating opportunities for residents to restore habitats, monitor species, and learn about local ecosystems, we will grow active stewardship across the community. This engagement not only meets participation targets but also strengthens biodiversity by increasing native species diversity.

2. A well-connected and robust network of biodiversity corridors, supported by strong community partnerships and active participation in conservation programs.

This goal underpins the target of improving habitat connectivity by 2030. Actions such as regenerating foreshore and riparian areas, restoring bushland,

managing invasive species, and partnering with landholders to create stepping-stone habitats will link fragmented landscapes. These efforts ensure that plants and animals can move across the City, sustain viable populations, and adapt to change. Building strong community partnerships around these corridors further embeds conservation into local practice and supports measurable ecological gains.

3. A community that values and draws on traditional 'Caring for Country' knowledge.

This goal ensures that biodiversity management is enriched by First Nations knowledge and cultural values, supporting both ecological and cultural resilience. Actions include cultural walks, interpretive signage, and the integration of Traditional Ecological Knowledge into restoration projects. By embedding these practices, the Plan honours cultural heritage while improving ecological outcomes. This approach also strengthens community participation by engaging more people in culturally informed conservation activities, directly contributing to our participation targets.

By linking targets, goals, and actions, the Biodiversity Action Plan ensures every initiative contributes to measurable outcomes. Actions deliver on goals, and goals provide the pathway to meeting the targets, together creating a city where biodiversity is not only protected and enhanced, but also deeply valued and celebrated.

Determining Biodiversity Significance in an Area

Biodiversity significance in an area is assessed based on several interrelated factors that influence the health, resilience, and ecological function of natural systems. The following categories outline the key determinants of biodiversity value in the City of Canada Bay.

1. Habitat Quality and Diversity

The availability and condition of habitat are fundamental to biodiversity significance. Key habitat features within the LGA include:

- Hollow-bearing trees and stags – Essential nesting sites for birds and mammals.
- Waterways and foreshores – Including ponds, dams, estuarine wetlands, and mangroves, which support aquatic and terrestrial species.
- Dense shrubs, marshes, and canopy trees – Providing food, shelter, and breeding sites.
- Leaf litter and logs – Critical for invertebrates, fungi, and small reptiles.
- Built structures (e.g., stormwater channels and bridges) – Often serve as unexpected refuges for urban wildlife.

The size and connectivity of habitat patches also influence biodiversity. Larger habitat areas with minimal fragmentation support greater species diversity and more stable populations.

2. Green Infrastructure and Urban Biodiversity

Green infrastructure refers to networks of green spaces and natural systems that contribute to urban biodiversity. Examples in the LGA include:

- Street trees, parks, and residential gardens – Providing stepping-stone habitats for pollinators and birds.
- Rooftop gardens and water-sensitive urban design (WSUD) – Enhancing habitat in densely developed areas.
- Corridors and ecological linkages – Ensuring species movement and genetic exchange.

Fully functioning ecological communities with native species have higher biodiversity value than fragmented or modified landscapes.

3. Species Diversity and Conservation Status

Areas with high native species richness and threatened species are considered more significant for biodiversity. This includes:

- Presence of threatened species – Listed under the NSW Biodiversity Conservation Act 2016 and the Environment Protection and Biodiversity Conservation (EPBC) Act 1999.
- Endangered Ecological Communities (EECs) – Such as Sydney Turpentine-Ironbark Forest and Estuarine Swamp Oak Forest.
- Native vs. introduced species – High numbers of introduced species (weeds, pest animals) reduce an area's biodiversity value.

4. Connectivity and Corridors

Wildlife corridors allow species to move across urban landscapes and maintain genetic diversity. These corridors:

- Link habitat patches through stepping-stone reserves, street trees, and waterways.
- Reduce the risk of local extinction by enabling recolonization after disturbances such as habitat loss or extreme weather events.
- Provide safe movement routes across fragmented urban environments.

5. Ecosystem Services and Climate Resilience

Ecosystem services provided by biodiverse areas include:

- Carbon sequestration – Mangroves and wetlands store carbon and mitigate climate change.
- Urban cooling – Tree canopies reduce heat island effects in built-up areas.
- Water filtration and erosion control – Vegetated riparian zones improve water quality and prevent sedimentation.
- Pollination and pest control – Native pollinators and predators contribute to ecosystem balance.

6. Threats and Management Needs

The biodiversity value of an area decreases with:

- Weed invasion and pest species (e.g., Noisy Miners outcompeting small birds).
- Habitat fragmentation and loss due to urban development.
- Pollution and edge effects such as light spill, rubbish dumping, and stormwater runoff.

Proper management strategies, such as bush regeneration, habitat restoration, and pollution control, help maintain biodiversity significance in urban areas like Canada Bay.

By integrating these factors into biodiversity assessments, the City of Canada Bay can ensure strategic conservation planning that prioritises ecological health, resilience, and sustainability.



Biodiversity in the City of Canada Bay

Biodiversity in the City of Canada Bay



Biodiversity Action Plan 2025–2030

14

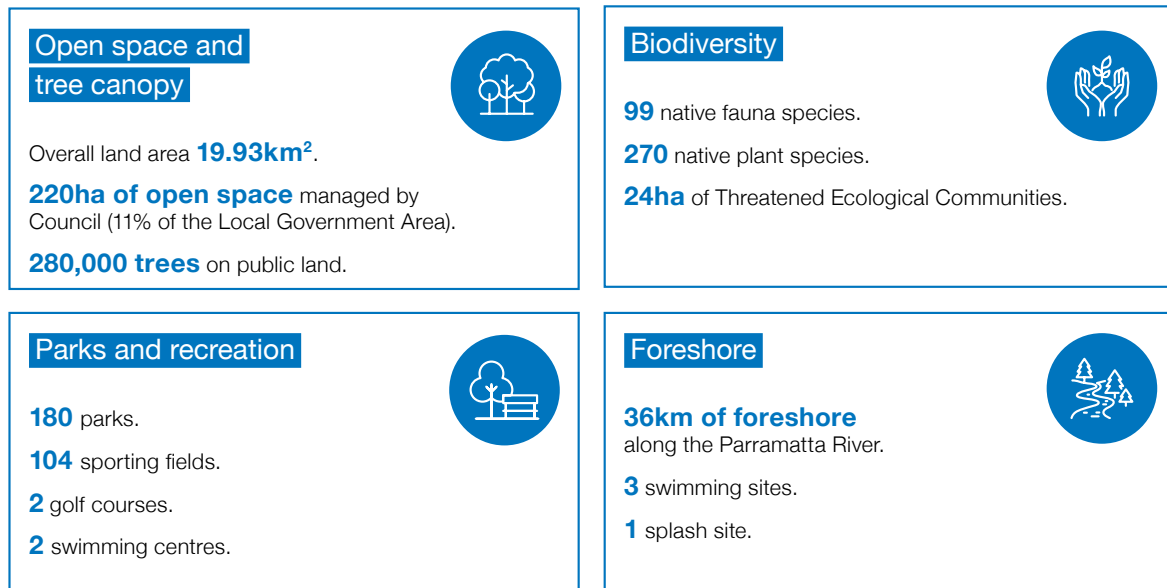


Figure 4. Biodiversity in the City of Canada Bay.

The City of Canada Bay is a highly urbanised, yet ecologically significant local government area (LGA) located along the southern banks of the Parramatta River. It encompasses 245 hectares of public open space across 169 parks, with 47 hectares zoned for environmental conservation, ensuring the protection and enhancement of native biodiversity.

Historically, the Canada Bay region was covered by Sydney Turpentine-Ironbark Forest, Coastal Saltmarsh, and extensive mangrove and swamp oak forests along the foreshore. These ecosystems supported a diverse range of native wildlife, including small woodland birds, marsupials, and aquatic species thriving in the tidal wetlands. However, since European settlement, large areas of vegetation have been cleared for agriculture, industry, and urban development, leading to habitat loss and a decline in species diversity. Despite these changes, remnant patches of native vegetation and ecological restoration efforts continue to provide critical habitat for wildlife today.

Despite ongoing urban pressures, the City of Canada Bay maintains key ecological communities that support diverse flora and fauna. These include Sydney Turpentine-Ironbark Forest, Estuarine Swamp Oak Forest, Estuarine Saltmarsh, and Grey Mangrove-River Mangrove Forest, some of which are classified as Threatened Ecological Communities (TECs) under NSW and Federal legislation. These ecosystems provide essential habitat for a variety of native species, including the Eastern Osprey, Powerful Owl, and the migratory Bar-tailed Godwit.

The regional connectivity of Canada Bay's natural areas is a defining feature of its biodiversity. The LGA plays a crucial role in linking habitats along the Parramatta River and extending into Sydney Olympic Park, providing corridors for wildlife movement and migration. Foreshore reserves and vegetated riparian zones act as stepping stones for birds, bats, and other fauna, ensuring ecological resilience in an increasingly urban landscape.

Recent flora and fauna surveys conducted between 2023 and 2024 have highlighted the area's ecological significance. However, urbanisation poses challenges, including habitat fragmentation, invasive species, and increased human activity in sensitive areas. To mitigate these threats, the City of Canada Bay is actively implementing biodiversity conservation strategies, such as habitat restoration, improved ecological connectivity, wetland management, and community engagement in conservation efforts.

As the City continues to evolve, balancing urban development with biodiversity conservation remains a priority. The protection and enhancement of Canada Bay's ecological assets not only support native species but also contribute to the overall environmental health and well-being of the community.

Wetlands & Waterways

A network of wetlands and waterways play a crucial role in supporting biodiversity, improving water quality, and enhancing ecological connectivity across the City's urban landscape. These aquatic ecosystems include mangrove forests, saltmarshes, seagrass meadows, and estuarine environments, which provide essential habitat for a variety of marine and terrestrial species.

Parramatta River Foreshore

The Parramatta River is the most significant waterway in the City of Canada Bay, forming its northern boundary. This tidal river is a vital ecological corridor that connects various urban parks and green spaces along its foreshore. Historically, the river and its estuarine wetlands supported a diverse array of flora and fauna, including mangroves, saltmarshes, and seagrass beds. Today, while the river has been modified by urban development, it continues to be an important ecosystem for native fish species, migratory birds, and estuarine vegetation.

The river is also home to Sydney Turpentine-Ironbark Forest, an endangered ecological community that exists in patches along the foreshore. This vegetation provides habitat for native birds and invertebrates while stabilizing the riverbanks. Despite its ecological importance, the Parramatta River faces multiple threats, including pollution from stormwater runoff, sedimentation, and habitat fragmentation due to urban development. Conservation programs such as the Our Living River Project aim to restore the river's ecological health and improve water quality to make it swimmable by 2025.

Iron Cove Creek

Iron Cove Creek, also known as Dobroyd Canal, is a tributary of the Parramatta River that flows through the City of Canada Bay before emptying into Iron Cove. Historically, it was a natural waterway lined with wetland vegetation, but it has been heavily modified over the years, with much of it now channelised in concrete. Despite this, efforts are being made to restore its ecological function by reintroducing native vegetation and improving water quality.

The creek supports remnant patches of mangroves and saltmarsh, which provide habitat for small fish, crabs, and migratory birds. It is also an important urban waterway for stormwater drainage. However, pollution from surrounding residential and commercial areas has led to water quality degradation. Rehabilitation efforts include stormwater filtration projects, revegetation initiatives, and improved riparian zone management.

Powells Creek and Badu Mangroves

Powells Creek is another major waterway within the City of Canada Bay, flowing from Strathfield through Concord West before reaching the Parramatta River. This waterway is connected to Badu Mangroves, a significant wetland ecosystem located in Sydney Olympic Park. These mangroves serve as an important breeding and feeding ground for various fish species, crustaceans, and birdlife.

Badu Mangroves form one of the largest remaining stands of Grey Mangroves (*Avicennia marina*) in the Sydney region. These trees play a crucial role in stabilizing the shoreline, filtering pollutants from stormwater runoff, and providing shelter for juvenile fish. The wetland is also home to important bird species such as the Bar-tailed Godwit, a migratory shorebird protected under international agreements. However, threats such as boat traffic, illegal dumping, and nutrient runoff from urban areas pose ongoing challenges to the health of this ecosystem.

Saltwater Creek and Massey Park Canal

Saltwater Creek is a smaller but ecologically important waterway that flows into Exile Bay near Massey Park. This creek supports remnant patches of saltmarsh, an endangered ecological community that is vital for coastal biodiversity. Saltmarshes act as natural buffers, protecting against coastal erosion and providing habitat for fish and bird species.

Connected to Saltwater Creek is Massey Park Canal, a tidal estuary that serves as a transition zone between freshwater and marine environments. Seagrass meadows have been recorded in this area, providing an essential food source and habitat for marine life. However, urban development and changes in hydrology have led to sediment buildup and pollution, affecting the health of both the creek and canal. Restoration projects aim to improve tidal flow, enhance wetland vegetation, and reduce human disturbances in these areas.

Exile Bay and Seagrass Meadows

Exile Bay, located along the Parramatta River, is home to one of the most ecologically significant seagrass meadows in the City of Canada Bay. These underwater plants provide habitat for fish, invertebrates, and other marine organisms while improving water quality by stabilising sediments and absorbing nutrients.

Seagrass meadows are particularly vulnerable to threats such as dredging, boat propeller damage, and excessive nutrient runoff. Declines in seagrass cover have been observed in recent years, prompting conservation efforts to monitor and restore these vital ecosystems. Strategies include restricting boat access to sensitive areas, improving stormwater management, and conducting habitat restoration initiatives in partnership with local environmental groups.



Terrestrial Biodiversity

Native Vegetation and Habitat Types

The remaining natural areas within the City retain significant pockets of terrestrial biodiversity consisting of remnant native vegetation, urban forests, and scattered green spaces. The terrestrial ecosystem in the region is shaped by a mix of pre-existing natural environments and human-altered landscapes, supporting a variety of plant communities, birds, mammals, reptiles, and invertebrates.

These areas play a crucial role in supporting biodiversity by providing shelter, food, and breeding grounds for wildlife. The key vegetation communities in the area include Sydney Turpentine-Ironbark Forest, Coastal Saltmarsh, Swamp Oak Floodplain Forest, and Swamp Sclerophyll Forest on Coastal Floodplains. These vegetation types are classified as Endangered Ecological Communities (EEC) under State and Federal legislation.

The Sydney Turpentine-Ironbark Forest, once widespread across the Sydney region, is now critically endangered. Small remnants of this forest are found in reserves such as Dame Eadith Walker Estate and Arthur Walker Reserve. This ecosystem provides habitat for native birds, insects, and small mammals, although its long-term survival is threatened by fragmentation and invasive species.

Canada Bay's urban bushland and parks also contain patches of native vegetation that contribute to habitat connectivity. While much of the original bushland has been cleared, efforts have been made to restore these green spaces with indigenous plant species. Areas such as Queen Elizabeth Park, Cintra Park, and Yaralla Estate support a mix of native and introduced flora, with active bush regeneration projects helping to maintain biodiversity.

Urban gardens, streetscapes, and community parks play an important role in the broader ecosystem, providing 'stepping-stone' habitats that allow species to move between larger green spaces. While these areas may contain a mix of exotic and native plants, they still support pollinators such as bees and butterflies, as well as common bird species.

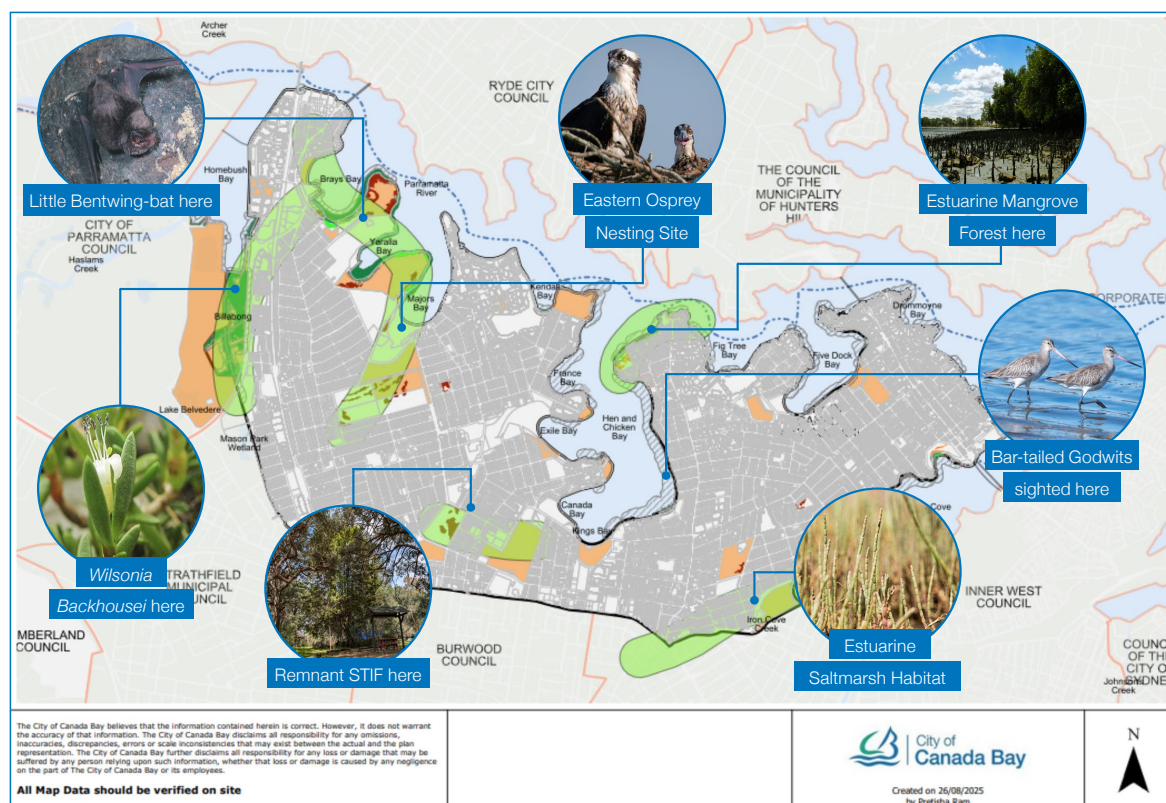


Figure 5. Map of the Local Government Area showing key biodiversity features and the locations of unique and notable species.

Fauna

Despite the pressures of urbanisation, the City of Canada Bay remains home to a variety of native wildlife. The 2023-24 Flora & Fauna Survey documented 111 vertebrate species, with birds making up the majority of records. However, while overall species richness remains relatively stable compared to past surveys, there are notable changes in habitat use and species distribution.

Key observations:

- 84 bird species
- 7 reptile species
- 17 mammal species
- 3 amphibian species

The LGA is a key habitat for several threatened species, including:

Fauna Species	Location	Habitat
Eastern Bent-winged Bat (<i>Miniopterus orianae oceanensis</i>)	Detected via ultrasonic bat call recordings in Yaralla Estate, Queen Elizabeth Park, and Brays Bay.	Roosts in caves, tunnels, and old buildings; forages over water bodies and open spaces.
Little Bent-winged Bat (<i>Miniopterus australis</i>)	Recorded at Majors Bay Reserve, Concord Golf Course, and Quarantine Reserve.	Prefers dense vegetation near water; roosts in tree hollows and buildings.
Large-footed Myotis (<i>Myotis macropus</i>)	Found near Powells Creek, Hen and Chicken Bay, and Iron Cove.	Forages over water, particularly in riparian zones and mangrove edges.
Grey-headed Flying-fox (<i>Pteropus polycephalus</i>)	Frequently observed at Yaralla Estate, Queen Elizabeth Park, Drummoyne Park, and Brett Park.	Roosts in large colonies in trees, prefers areas with flowering eucalypts and fruiting trees.
Eastern Osprey (<i>Pandion cristatus</i>)	Nesting recorded at Majors Bay Reserve, also seen at Cabarita Park, Five Dock Bay, and Brays Bay.	Coastal and estuarine areas; prefers tall trees or artificial platforms for nesting.
Latham's Snipe (<i>Gallinago hardwickii</i>)	Observed in Hen and Chicken Bay, Brays Bay, and Quarantine Reserve.	Wetlands and mudflats; migratory species using the area during its annual journey.
Australian Pied Oystercatcher (<i>Haematopus longirostris</i>)	Recorded on mudflats at Hen and Chicken Bay, Brays Bay, and Iron Cove.	Sandy beaches, intertidal mudflats, and estuarine areas.
Powerful Owl (<i>Ninox strenua</i>)	Detected at Yaralla Estate, Queen Elizabeth Park, and Majors Bay Reserve.	Prefers large trees with dense foliage for roosting and hunting nocturnal prey.
White-bellied Sea-eagle (<i>Haliaeetus leucogaster</i>)	Frequently seen at Hen and Chicken Bay, Majors Bay, and Iron Cove.	Coastal and estuarine areas; nests in large trees near water.

Migratory shorebird populations, particularly around Hen and Chicken Bay, have declined, with Bar-tailed Godwits and Latham's Snipe now mostly confined to the eastern shore. Previously key sites like Prince Edward Park and Rodd Point see fewer wading birds, likely due to human activity, dog disturbance, and sediment changes. Expanding mangroves may also reduce available foraging habitat. Seasonal dog-exclusion zones and artificial high-tide roosts could help support these species.

Despite high bird diversity, habitat quality determines distribution. Superb Fairy-wrens and Eastern Spinebills were mostly found in Yaralla Estate and Queen Elizabeth Park, where shrub cover remains. In contrast, Noisy Miners, an aggressive native species, dominate many parks, reducing small bird diversity. The lack of understory vegetation further limits habitat for smaller species, while adaptable birds like Magpies, Cockatoos, and Rainbow Lorikeets thrive in open parklands.

The survey highlighted the importance of microbats, with Eastern Bent-winged Bats, Little Bent-winged Bats, and Large-footed Myotis recorded across the LGA. The Large-footed Myotis, which hunts over water, was found at Powells Creek and Hen and Chicken Bay, emphasising the need to protect riparian zones. Grey-headed Flying-foxes were common in urban parks and foreshore reserves, feeding on flowering trees.

While Brushtail and Ringtail Possums were present in bushland reserves, the widespread presence of feral foxes and cats threatens small mammals, reptiles, and ground-nesting birds.

Reptiles and amphibians were scarce, likely due to habitat fragmentation and urban pressures. Only three frog species—Common Eastern Froglet, Striped Marsh Frog, and Peron's Tree Frog—were recorded in Brays Bay and Powell's Creek wetlands. Just seven reptile species were documented, including Eastern Water Skinks and Blue-tongue Lizards, mainly in golf courses, backyards, and vegetated areas. Their low diversity suggests urban development, habitat loss, and predation by foxes and cats are key threats.

Flora

With 361 native plant species recorded since 2000, the City is home to a diverse and ecologically valuable flora species. The 2023-24 Flora & Fauna Survey identified 270 native species, reinforcing the area's role as an important ecological asset within Greater Sydney.

Among the recorded flora, several species are classified as threatened under NSW and Commonwealth legislation, underscoring the need for targeted protection and restoration initiatives:

Flora Species	Location	Status
Narrow-leafed Wilsonia (<i>Wilsonia backhousei</i>)	Historically recorded at Brays Bay foreshore (Lovedale Place) in 2008, this species has not been relocated in recent surveys. Given the high ecological potential of similar foreshore habitats, restoration efforts could enhance its chances of recolonization.	Vulnerable (NSW)
Black-eyed Susan (<i>Tetradlea juncea</i>)	Last recorded in 1884, this species has likely disappeared from the LGA, emphasizing the historical biodiversity loss and the importance of preserving existing native vegetation.	Vulnerable (NSW & Commonwealth)
Pimelea curviflora var. curviflora	This species, last recorded in 1907, is presumed locally extinct. Its loss highlights the critical need for habitat protection and biodiversity-sensitive urban planning.	Vulnerable (NSW & Commonwealth)

Additionally, 86 other species are predicted or known to occur in the LGA, warranting further monitoring and conservation efforts.

Endangered Ecological Communities: Sydney Turpentine-Ironbark Forest

A key ecological feature of the LGA is the Sydney Turpentine-Ironbark Forest (STIF), classified as an Endangered Ecological Community (EEC) under NSW legislation. Remnants of this once-dominant forest are found in Dame Eadith Walker Reserve and Queen Elizabeth Park, providing essential habitat for native fauna and contributing to the region's environmental resilience.

The preservation and enhancement of STIF is a priority for maintaining biodiversity, improving urban green spaces, and ensuring long-term ecological sustainability.

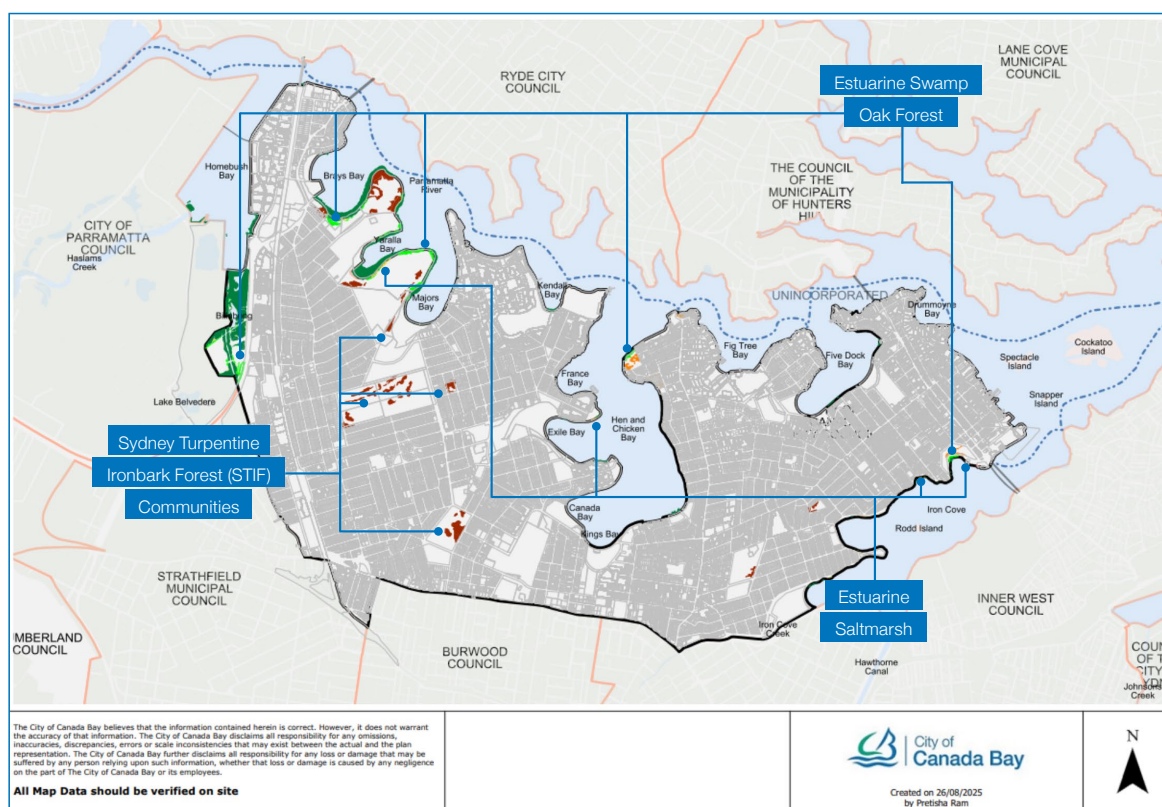


Figure 6. Vegetation Communities.

Map illustrating the distribution of Endangered Ecological Communities (EECs), including Sydney Turpentine-Ironbark Forest, Estuarine Swamp Oak Forest, and Estuarine Saltmarsh, within the Local Government Area (LGA).

Biodiversity Management in the City of Canada Bay

Over the years, the City of Canada Bay has implemented various biodiversity management practices to protect and restore its natural environment. Past efforts have included bush regeneration projects, weed control programs, and community-driven conservation initiatives such as Mind Our Mangroves and Help Protect the Bar-tailed Godwits. The Council has also undertaken revegetation projects in parks and reserves, focusing on restoring native plant communities and improving habitat for local wildlife.

In recent years, ongoing biodiversity management has expanded to include wetland restoration, the establishment of biodiversity corridors, and improved stormwater management to reduce pollution in local waterways. Past and ongoing biodiversity management activities are summarised in the table below.

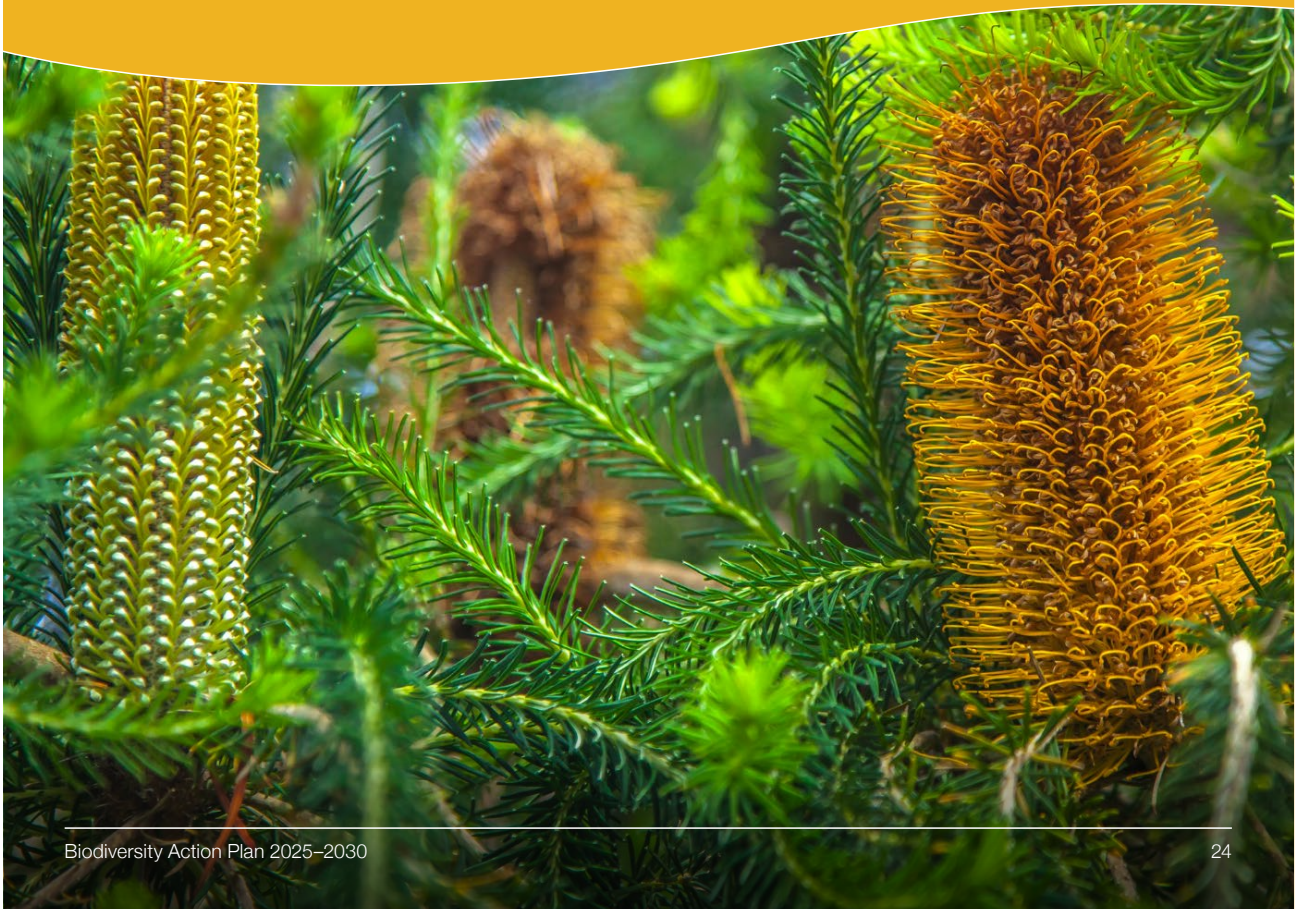
Program/Project	Description	Duration	Team
Bushcare group	Council supports volunteer bushcare groups, these groups participate in weeding, planting, and litter collection across 17 sites like Queen Elizabeth Park, Brett Park, Sisters Bay, Majors Bay Reserve and Edwards Park. Occasionally environmental education days are delivered to expand volunteers' skills and knowledge of the local area.	Ongoing	Urban Ecology
National Tree Day and plant giveaways	Council promotes National Tree Day by offering free native trees, shrubs and ground cover to local residents to assist in increasing native vegetation on private land.	Twice a year	Urban Ecology & Sustainability
Workshops and community planting	Council engages the community through hands-on planting days and a variety workshops such as bee and insect hotels, native gardening, bush tucker, bird ID, etc empowering residents to support local ecosystems and conservation efforts.	Ongoing	Sustainability
Street tree planting	Planted more than 4,800 trees to enhance urban biodiversity and improve air quality in the last 5 years.	Ongoing	Urban Ecology
Love Your Place and Community Clean Ups	Council delivers two community clean up events each year and supports 19 Love Your Place community clean up groups.	Ongoing	Sustainability
McIlwaine Park	McIlwaine Park's design reconnects the community to Brays Bay while supporting future swimming access. A reimagined seawall with rockpools, salt marsh, and habitat tiles enhances biodiversity and river health.	Ongoing	Open Space
Walk on Wangal Nature Trail	A collaborative project with local schools, community groups and residents, the Walk on Wangal Nature Trail enhances local biodiversity with over 3,000 native plants from 60 species, habitat gabions, bee hotels, and nest boxes. It strengthens foreshore ecological corridors while fostering community connection to nature and culture through signage and citizen science.	Ongoing	Sustainability Open Space

Program/Project	Description	Duration	Team
Protecting the Bar-tailed Godwits & Coastal Saltmarsh	A community campaign aimed at raising awareness about the plight of migratory shorebirds, such as the Bar-tailed Godwit, through education, enforcement of off-leash dog regulations in hotspot parks, and restoration of Coastal Saltmarsh habitats. As a result, the project achieved a 35% reduction in off-leash dogs at key sites and a 33% improvement in Coastal Saltmarsh health at protected locations.	2020-2023	Urban Ecology & Sustainability
Mind Our Mangroves	Mind Our Mangroves community education program reduced mangrove vandalism by 37%.	2017-2018	Urban Ecology & Sustainability
Backyards for Biodiversity	The Backyards for Biodiversity program supports community members to create habitat stepping stones, or an area of refuge, in residential and school gardens for local wildlife.	Ongoing	Sustainability
Coastal Saltmarsh Offset Planting along the Bay Run	To help provide food and habitat for local wildlife, improve water quality, reduce erosion and capture carbon, 700sqm of coastal saltmarsh were planted along the Bay Run as part of the Bay Run seawall renewal project.	2021	Strategic Assets Services & Innovation
Drummoyne Wharf Seawall	Installation of 3D-printed reef tiles along Menzies Reserve seawall to create intertidal habitats, enhancing marine biodiversity by providing shelter, food sources, and water retention for species like mussels, oysters, and fish.	2020	Strategic Assets Services & Innovation



Guiding Principles

Guiding Principles



Biodiversity Action Plan 2025–2030

24

Guiding Principles

The guiding principles of the Biodiversity Action Plan align with the key themes of Nature is Protected and Enhanced, Nature is Connected, and Nature is Celebrated as follows:



Nature is Protected and Enhanced

This theme focuses on preserving and improving the condition of existing natural areas with focus on sites with EECs. It aligns with the following principles:

- **Ecosystem Protection and Enhancement** – Conserving and restoring remnant vegetation, wetlands, and threatened ecological communities.
- **Adaptive Management and Scientific Monitoring** – Using ongoing data collection to track biodiversity trends and refine conservation strategies.
- **Habitat and Land Management** – Maintaining and restoring publicly owned green spaces, tree canopies, foreshores, and priority wildlife habitats.
- **Invasive Species and Pollution Control** – Managing priority weeds and pests while reducing litter pollution to protect native ecosystems.
- **Biodiversity Enhancement** – Increasing native species diversity and expanding tree canopy coverage for ecological resilience.
- **Collaborative Conservation** – Partnering with major landowners and community groups to improve biodiversity management and ecological outcomes.
- **Strengthening Planning Controls** – Safeguarding native vegetation, waterways, and canopy trees through enhanced planning policies.
- **Foreshore and Riparian Revegetation** – Stabilising waterways, improving water quality, and increasing habitat availability for native wildlife.



Nature is Connected

This theme emphasises strengthening ecological networks to support wildlife movement and habitat connectivity. It aligns with:

- **Regenerating Biodiversity Corridors** – Expanding Council's habitat restoration program to reinforce tree canopies, wetlands, and bushland connectivity.
- **Embracing First Nations' Connection to Country** – Engaging with First Nations' values and knowledge to foster a deeper cultural and environmental connection.

- **Climate Resilience and Habitat Adaptation** – Enhancing habitat connectivity to support species in adapting to climate change.

- **Mapping and Protecting Biodiversity Corridors** – Identifying and securing buffers around Endangered Ecological Communities in Council's planning instruments.



Nature is Celebrated

This theme highlights the importance of community involvement, education, and appreciation of local biodiversity. It aligns with:

- **Community Engagement and Stewardship** – Expand community participation in volunteer programs (eg. Bushcare, Love Your Place, etc), citizen science and environmental education and restoration initiatives.
- **Funding Community Initiatives** – Supporting grassroots environmental projects through Council's Environmental Grants program.
- **Activating Green Spaces** – Improving trails, signage, and recreational spaces to encourage nature appreciation and outdoor activities.
- **Wildlife and Flora Education** – Enhancing community understanding of local biodiversity through engagement programs and public awareness campaigns.
- **Encouraging Backyard Conservation** – Inspiring residents to actively participate in Backyards for Biodiversity and local conservation projects.

By integrating these themes, the City of Canada Bay's Biodiversity Action Plan ensures that nature is protected, interconnected, and celebrated, supporting both ecological sustainability and community appreciation for the natural environment.

Biodiversity Priorities



Biodiversity Action Plan 2025–2030

26

Priority areas

This Action Plan identifies several key priority areas for conservation, habitat restoration, and environmental management. These priority actions aim to protect, restore, and enhance biodiversity while addressing urban pressures and community engagement.

1. Native Vegetation Protection and Restoration



- **Habitat Conservation:** Actively restore Threatened Ecological Communities (TECs) such as Sydney Turpentine-Ironbark Forest and Coastal Saltmarsh through bush regeneration, revegetation with locally sourced plants, and ecological burns.
- **Weed and Pest Management:** Implement targeted weed control programs in bushland remnants, stage the removal of invasive species, and manage pest animals such as foxes and rats.
- **Land Management Plans:** Develop Plans of Management for reserves, including measures to protect vegetation, limit urban encroachment, and control human impact.

2. Enhancing Corridors and Connectivity



- **Biodiversity Corridors:** Strengthen habitat linkages, particularly along the Parramatta River, Sydney Olympic Park, and key reserves like Queen Elizabeth Park and Yaralla Estate.
- **Foreshore and Riparian Vegetation:** Stabilise waterways through native plantings, wetland restoration, and erosion control, ensuring better water quality and wildlife connectivity.
- **Mapping and Planning:** Incorporate biodiversity corridors into planning instruments (Local Environmental Plan and Development Control Plan) to safeguard ecological connectivity.

3. Waterways and Foreshore Restoration



- **Water Quality Monitoring:** Establish monitoring programs at key sites such as Saltwater Creek, Powell's Creek, and Majors Bay, in partnership with StreamWatch and Sydney Water.
- **Coastal Habitat Protection:** Protect and enhance mangroves, mudflats, and saltmarsh ecosystems, which are vital for migratory shorebirds and aquatic species.
- **Climate Resilience Measures:** Address sea level rise impacts by creating space for wetlands to migrate inland and implement water-sensitive urban design solutions.

4. Public Space and Urban Habitat Management



- **Tree Canopy Expansion:** Increase tree cover and enhance urban greening efforts to support biodiversity and reduce urban heat island effects.
- **Wildlife Habitat Features:** Install and monitor nest boxes, fallen logs, and shrub layers to support native fauna.
- **Pet and Human Impact Management:** Restrict access to sensitive areas, establish dog exclusion zones in shorebird habitats, and educate residents on responsible pet ownership.

5. Community Engagement and Education



- **Bushcare and Volunteer Programs:** Expand Bushcare and Love Your Place initiatives, engaging more community members in conservation.
- **Biodiversity Education:** Conduct awareness campaigns on topics such as shorebird protection, native gardening, and the importance of wetlands.
- **Green Grants and Incentives:** Establish funding programs for private landholders, schools, and community groups to support local biodiversity conservation projects.

Priority species for planting

Priority native species for planting have been identified to enhance biodiversity, restore habitat corridors, and improve ecological resilience. The recommended selection of species is based on habitat needs, endangered ecological communities (EECs), and suitability for urban environments.

1. Trees (Canopy and Mid-Storey Species)



These species provide essential habitat for birds, insects, and mammals while contributing to urban cooling and carbon sequestration.

- **Acacia parramattensis** (*Parramatta Green Wattle*) – Attracts a wide variety of fauna, thrives on shale soils.
- **Allocasuarina torulosa** (*Forest Oak*) – A long-lived tree providing habitat and food for native wildlife.
- **Angophora costata** (*Sydney Red Gum*) – Common on sandy or clay soils, supports pollinators.
- **Angophora floribunda** (*Rough Barked Apple*) – Common along riverbanks, offers excellent shade and habitat.
- **Eucalyptus acmenoides** (*White Mahogany*) – Suitable for heavy soils, supports a wide range of fauna.
- **Eucalyptus paniculata** (*Grey Ironbark*) – Provides essential habitat for hollow-nesting species.
- **Eucalyptus resinifera** (*Red Mahogany*) – Preferred by nectar-feeding birds and insects.
- **Syncarpia glomulifera** (*Turpentine*) – A key species in Sydney Turpentine-Ironbark Forest.

2. Shrubs (Understorey Vegetation for Habitat Support)



Shrubs provide food, shelter, and nesting sites, particularly for small native birds and pollinators.

- **Bursaria spinosa** (*Blackthorn*) – A spiky shrub that provides protection for small birds.
- **Daviesia ulicifolia** (*Native Gorse Pea*) – A small shrub with spiny foliage, ideal for bird habitat.
- **Indigofera australis** (*Native Indigo*) – A flowering shrub supporting native pollinators.
- **Kunzea ambigua** (*Tick Bush*) – Produces nectar-rich flowers, attracting bees and birds.
- **Melaleuca thymifolia** (*Thyme-leaved Paperbark*) – Supports wetland and riparian environments.
- **Dillwynia and Pultenaea species** (*Egg and Bacon Peas*) – Beneficial for insect pollinators.

3. Groundcover and Wetland Plants



These species help stabilize soil, prevent erosion, and support local fauna in wetland and foreshore areas.

- **Baumea rubiginosa** (*Bare Twig Rush*) – Ideal for planting around ponds and wetlands.
- **Ficinia nodosa** (*Knobby Club Rush*) – Thrives in saltwater margins and stabilises estuarine areas.
- **Juncus kraussii** (*Sea Rush*) – Important for saltmarsh restoration.
- **Sporobolus virginicus** (*Marine Couch*) – A salt-resistant grass for stabilising sandy areas.
- **Suaeda australis** (*Seablite*) – An edible plant that supports estuarine ecosystems.

4. Climbing Plants & Vines



Climbers contribute to vertical greening, providing habitat for insects and birds.

- **Kennedia rubicunda** (*Dusky Coral Pea*) – A fast-growing, scrambling vine.
- **Pandorea pandorana** (*Wonga Wonga Vine*) – Produces tubular flowers that attract pollinators.

5. Coastal and Riparian Species



These species are critical for stabilising foreshore areas and estuarine ecosystems, particularly around the Parramatta River.

- **Casuarina glauca** (*Swamp Oak*) – Forms dense stands along riverbanks.
- **Aegiceras corniculatum** (*River Mangrove*) – Supports salt-tolerant ecosystems.
- **Avicennia marina** (*Grey Mangrove*) – Provides crucial habitat for fish and invertebrates.

Key Considerations for Planting

- Avoiding invasive species: The Noisy Miner (aggressive native bird) is known to thrive in areas with *Grevillea* and *Callistemon* species, so these should be avoided in bird habitat restoration efforts.
- Targeting EECs: Species selection should match the original vegetation communities, such as Sydney Turpentine-Ironbark Forest and Estuarine Swamp Oak Forest.
- Encouraging private native planting: Community education and incentives, such as plant giveaways, can promote native species in home gardens.

By prioritising these native species, the City of Canada Bay aims to restore biodiversity corridors, enhance ecological resilience, and support native fauna across urban and natural landscapes.



Priority habitat

Priority habitats are classified based on their ecological value, vulnerability to threats, and strategic importance. To enhance biodiversity and support local wildlife in our natural spaces, supplementary habitat features such as logs, species-specific nest boxes, and water features with fringing vegetation can be considered and incorporated. In highly sensitive areas, protective fencing and educational signage should be installed to minimise disturbance and promote public awareness of conservation efforts.

1. Critical and Significant Habitat Areas



These areas have been identified as having the **highest conservation value** and require urgent management actions:

- **Sydney Turpentine-Ironbark Forest (STIF)** – A Threatened Ecological Community (TEC), requiring active bush regeneration, weed control, and revegetation with locally sourced native species.
- **Estuarine Saltmarsh and Mangroves** – Key areas along Hen & Chicken Bay, Rodd Point, and Brays Bay require protection from encroachment, stormwater pollution management, and foreshore restoration.
- **Foreshore and Wetland Ecosystems** – High-priority areas include Powells Creek Reserve, Majors Bay Reserve, and Homebush Bay, which require coastal habitat restoration and pollution control.
- **Riparian and Urban Waterways** – Saltwater Creek, Powell's Creek, and smaller tributaries need stormwater filtration, erosion control, and habitat rehabilitation to improve water quality and aquatic biodiversity.

2. Priority Connectivity Areas



These areas serve as critical ecological corridors, ensuring habitat connectivity and facilitating wildlife movement between reserves:

- **Sydney Olympic Park** – Rhodes (Very High Priority) – Includes Sydney Olympic Park, Powells Creek Reserve, and Railway corridor land, linking urban green spaces with regional biodiversity corridors.
- **Concord West** – Majors Bay (Very High Priority) – Includes McIlwaine Park, Brays Bay Reserve, Rhodes Park, Arthur Walker Reserve, Yaralla, and Dame Eadith Walker Estate, supporting habitat for shorebirds and urban wildlife.
- **Abbotsford Point** – Quarantine Reserve (Very High Priority) – A crucial foreshore habitat and bushland restoration area.
- **Iron Cove** – Rodd Point (Very High Priority) – Timbrell Park, Croker Park, and Half Moon Bay, forming a coastal wildlife corridor.

3. Urban Biodiversity and Public Space Reserves



Urban green spaces and reserves play a key role in biodiversity conservation, providing stepping-stone habitats:

- **Bay Run (Brett Park and Montague Park)** – High-priority fauna habitat restoration areas within a highly frequented public space.
- **Queen Elizabeth Park, St Luke's Park, and Cabarita Park** – Targeted for urban tree canopy expansion, understorey planting, and habitat enhancement.
- **Rhodes Park and Five Dock Park** – Identified for native vegetation restoration and improving recreational design to minimize environmental impact.

4. Threatened and Endangered Species Habitats



These areas are vital for supporting threatened flora and fauna and require specific conservation measures:

- **Migratory Shorebird Habitat** – Hen & Chicken Bay, Rodd Point, and Prince Edward Park require access restrictions, dog exclusion zones, and habitat protection measures.
- **Seagrass and Mudflat Conservation** – Protecting intertidal zones along the Parramatta River to support aquatic biodiversity.
- **Old-Growth Trees and Artificial Nesting Sites** – Retaining staggered trees, fallen logs, and artificial nest boxes for hollow-dependent species such as Powerful Owls and microbats.

Priority weeds

The introduction of the Biosecurity Act 2015 and Biosecurity Regulation 2017 established the term priority weed. Priority weeds are weeds that pose a biosecurity risk to the environment, community and economy. If left unmanaged, these weeds can have detrimental impacts on the environment, native biodiversity and can possibly impact human health. Unlike widespread weeds, which are commonly found in the region and deemed 'unreasonably practicable' to contain or eliminate under the Act, priority weeds are more feasible to control and eradicate.

Local Control Authorities are responsible for managing biosecurity risks related to priority weeds. The following weeds are currently prioritised in accordance with existing legislation:



Boneseed (*Chrysanthemoides monilifera subsp. monilifera*)

Boneseed is an invasive shrub growing up to 3 metres tall, with toothed green leaves and bright yellow flowers. It spreads rapidly, outcompeting native plants, reducing and biodiversity. Seeds can stay in the soil for over a decade, requiring long-term control.



Alligator weed (*Alternanthera philoxeroides*)

Alligator weed grows in water and on land, threatening wetlands, rivers and irrigation. Its rapid growth and resistance to control make it a major invasive weed with potentially devastating impacts.



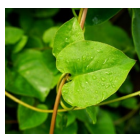
Ground asparagus fern (*Asparagus aethiopicus*)

Ground asparagus is a dense, spiky plant with pink to white flowers and red berries. It forms thick mats of tubers and roots underground, outcompetes native plants for water and nutrients, smothers small herbs and shrubs, reduces animal habitat, and alters soil and leaf litter composition.



Green cestrum (*Cestrum parqui*)

Green cestrum is an invasive shrub growing up to 3 metres tall. It has slender, willow-like leaves and clusters of small, tubular greenish-yellow flowers that bloom year-round. This plant spreads quickly, forming dense thickets that outcompete native vegetation and are toxic to livestock and wildlife.



Madeira vine (*Anredera cordifolia*)

Madeira vine is a fast growing, invasive climbing plant with fleshy, heart-shaped leaves and white, fragrant flowers. It spreads through aerial tubers and smothers native vegetation, from ground covers to tall trees, often causing branches or trees to collapse under its weight.

Council have developed a Local Weed Management Plan (LWMP). This plan will identify priority weeds specific to the Local Government Area (LGA), including species that are not yet widespread but have the potential to cause significant damage if not controlled. These are referred to as Local Priority Weeds, currently over 15 species are included. Once the plan is finalised, it will be implemented across both public and private land.

Implementation of the Biodiversity Action Plan

Implementation of the Biodiversity Action Plan



Biodiversity Action Plan 2025–2030

32

Implementation of the Biodiversity Action Plan

The Biodiversity Action Plan presents a suite of potential projects and initiatives the City of Canada Bay should implement over the next five years to address key threats to biodiversity and make the most of local opportunities. The actions outlined aim to protect, restore and enhance biodiversity values, while also building ecological resilience and fostering community involvement.

This Plan builds on the 2019 Biodiversity Framework and Action Plan and integrates updated priorities informed by the 2023–24 Flora and Fauna Survey. These latest findings have helped refine conservation goals, ensuring the proposed actions reflect current ecological conditions. Final selection and implementation of projects will occur each year through Council's Operational Plan process,

allowing for flexibility and responsiveness to emerging needs and opportunities.

The implementation timeframe for this Action Plan is five years, after which it will undergo a comprehensive review to assess progress and refine future priorities. The actions outlined are informed by existing biodiversity research, relevant strategies and policies.

These actions align with the environmental sustainability objectives set out in the City of Canada Bay's Community Strategic Plan and Environmental Strategy. Each action is prioritised based on urgency, feasibility, and ecological impact, with priorities classified as:

High: Actions to be initiated within the first year and completed within five years.

Medium: Actions to be initiated within the first three years and completed within five years.

Low: Actions to be initiated within five years of the plan.



Nature is Protected, Connected, and Celebrated

Nature is Protected, Connected, and Celebrated



Biodiversity Action Plan 2025–2030

34

The City of Canada Bay is committed to preserving, enhancing, and celebrating biodiversity, ensuring a resilient and thriving natural environment for future generations.



Nature is Protected and Enhanced

Council prioritises the conservation and restoration of natural areas, particularly Endangered Ecological Communities (EECs), wetlands, and remnant vegetation. Through adaptive management and scientific monitoring, biodiversity trends are tracked to inform habitat restoration and land management efforts. Protecting green spaces, tree canopies, and foreshores, alongside invasive species and strengthening planning controls, helps reduce threats to native ecosystems. Expanding native species diversity and tree canopy coverage further strengthens ecological resilience. Collaboration with landowners, community groups, and volunteers is key to ensuring long-term conservation and sustainable biodiversity management.

No	Actions	Priority	Indicators	Lead team	Supporting team
1. Protect & enhance biodiversity on Council managed land					
1.1	Validate and update mapping of Coastal Saltmarsh communities and develop a management plan to control/remove any relevant threatening processes.	Medium	Completion of management plan.	Sustainability	Strategic Planning Information & Data Governance
1.2	Update and integrate habitat and threat assessments, along with regional and local connectivity layers from the Flora & Fauna Study, into Council's GIS repository, ensuring alignment with Plans of Management and Biodiversity Action updates.	High	Updated GIS mapping.	Sustainability	Strategic Planning
1.3	Explore the implementation measures such as fencing, delineation, and signage to regulate public access to protect environmentally sensitive areas in identified endangered ecological communities.	Medium	Enhanced protection of environmentally sensitive areas. Improved visitor compliance through clear communication and physical barriers. Increased community awareness and support for environmental conservation.	Open Space	Sustainability Open Space

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
1. Protect & enhance biodiversity on Council managed land					
1.4	Explore opportunities to align the bush regeneration program, including contracts and site priorities, with a focus on supporting the management of critical habitat areas. Consider options for linking procurement processes with monitoring and reporting through bushland condition mapping to better track site progress. Assess potential new sites of critical habitat or priority areas that could benefit from the establishment of a new Bushcare group.	High	Maintenance schedule prepared for each bush regeneration site. Baseline data established for vegetation mapping.	Open Space	
1.5	Investigate developing a tailored land management plan for Endangered Ecological Communities (EECs) within Council-managed lands, parks, and reserves, integrating Flora & Fauna Study data to map priority vegetation and identify threats, ensuring targeted conservation and habitat protection strategies.	Medium	Development and implementation of land management plan with clear conservation and restoration strategies.	Open Space	Sustainability PMO
1.6	Develop and implement a biosecurity weeds training program for Council's Parks & Gardens team, focusing on early detection, accurate identification, and effective control methods for invasive species, along with updated reporting protocols and regular refresher courses to ensure best practices are maintained.	High	Percentage of Parks & Gardens team members who complete the biosecurity weeds training.	Sustainability	Open Space
1.7	Prepare an Eastern Osprey Management Plan to ensure the protection and conservation of nesting sites within Majors Bay and surrounding habitats.	High	Management plan produced and action implemented.	Sustainability	SASI Open Space

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
2. Planning & Process Improvement – Develop a monitoring and evaluation framework to measure biodiversity within City of Canada Bay					
2.1	Develop and maintain a standardised environmental data collection process (templates) and information repository (natural assets database) for use by Council staff, consultants and volunteers.	High	Biodiversity database created. Number of templates developed.	Sustainability	Open Space
2.2	Conduct regular, targeted field surveys at key foreshore locations to monitor the feeding and roosting sites of threatened migratory bird species.	Ongoing	Number of targeted field surveys conducted annually at key foreshore locations and the detailed records on feeding and roosting site conditions and usage by threatened migratory bird species.	Sustainability	
2.3	Conduct flora and fauna survey updates every 10 years.	Low	Delivery of updated study every 10 years.	Sustainability	Open Space
2.4	Evaluate the success of the Woody Meadows at Edwards Park, determine the key success factors, and utilise this knowledge to expand the program at strategic locations.	Medium	Establish a baseline for pollinator and bird activity. Community feedback and engagement levels.	Sustainability	Open Space
2.5	Develop guides and internal training for Statutory Planning team for assessing biodiversity impacts and legislative requirements during DA process.	High	No of guides developed.	Sustainability	Stat Planning
2.6	Integrate updated GIS mapping layers from the Flora & Fauna Study into Intramaps and LEP/DCP mapping, including Biodiversity Values sites, vegetation types, biodiversity corridors, and threatened fauna locations to support informed planning and conservation efforts.	High	An Updated GIS Mapping Database integrated into Intramaps and LEP/DCP mapping, including revised mapping interface within Intramaps to enhance accessibility for Council staff and planners. Alignment with LEP/DCP planning controls, ensuring biodiversity data informs land-use decisions, development assessments, and conservation planning. Monitoring and maintenance plan to ensure ongoing accuracy, updates, and integration with future ecological data.	Sustainability	Strategic Planning



Nature is Connected

Strengthening ecological networks supports wildlife movement and habitat connectivity across the City of Canada Bay. Council is committed to regenerating biodiversity corridors, expanding habitat restoration programs, and integrating First Nations knowledge to foster a deeper connection to Country. Enhancing climate resilience, and protecting EECs through mapping and policy ensures long-term conservation. Foreshore and riparian revegetation will stabilise waterways, improve water quality, and enhance habitat availability. By reinforcing these natural connections, the City ensures a healthy, adaptable ecosystem for generations to come.

No	Actions	Priority	Indicators	Lead team	Supporting team
3. Develop and implement projects to educate and raise awareness about biodiversity conservation and enhancement along waterways and riparian lands					
3.1	Strengthen sediment control at development sites, enhancing early engagement with site owners and developers from DA lodgement, and increasing monitoring and enforcement in major development areas.	High	Number of site inspections and enforcement actions taken. Number of developers and site owners engaged at DA lodgement.	Compliance	Sustainability
3.2	Investigate the feasibility for installation and maintenance of Water Sensitive Urban Design during major projects or park upgrades to slow stormwater run-off.	Low	Completion of feasibility study outlining costs, benefits, and site suitability for WSUD. Number of potential WSUD sites identified in major projects and park upgrades.	SASI	Sustainability Open Space
3.3	Develop a program to protect and enhance aquatic habitats to improve water quality and biodiversity.	Medium	Completion of the aquatic habitat protection plan with defined strategies and actions. Number of restoration projects initiated (e.g., wetland creation, riparian buffer planting).	Sustainability	Open Space
3.4	Advocate for collaboration with Transport NSW to mitigate RiverCat impacts on mangroves and support the restoration of affected mangrove habitats.	Low	Number of meetings or engagements held with Transport NSW on RiverCat impact mitigation.	Sustainability	SASI Open Space
3.5	Explore opportunities for creek naturalisation projects to replace concrete-lined waterways with natural rock and native vegetation to restore habitat, improve water quality, and enhance biodiversity.	Low	Number of potential creek naturalisation sites identified through mapping and assessments. Completion of feasibility studies evaluating costs, benefits, and technical constraints.	SASI	Open Space

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
3. Develop and implement projects to educate and raise awareness about biodiversity conservation and enhancement along waterways and riparian lands					
3.6	Collaborate with large landholders, including NSW Health, Massey Park Golf Club, and schools, to promote revegetation and conservation of foreshore areas by prioritising ecologically significant sites, providing targeted education on local ecosystems, supporting habitat expansion and enhancing native vegetation corridors.	High	Number of large landholders engaged (e.g., NSW Health, Massey Park Golf Club, schools). Number of partnerships formalised (e.g., agreements, MOUs, or commitments to conservation).	Sustainability	Open Space
3.7	Address illegal vandalism of foreshore vegetation through targeted education campaigns, enhanced staff training, and increased monitoring in vulnerable foreshore areas.	High	Number of vandalism reports.	Sustainability	Open Space
3.8	Develop a management plan for ecologically important foreshore habitats based on mapping from Study, focused on Saltmarsh sites and mapped shorebird habitats.	Medium	Development and implementation of management plan with clear conservation and restoration strategies.	Sustainability	Open Space
3.9	Investigate the feasibility of seasonal closures of key foreshore and mudflat areas to protect sensitive habitats from fishing, bait collection, and off-leash dogs, while promoting community awareness and stewardship.	Low	A Feasibility Assessment Report outlining the viability of seasonal closures for key foreshore and mudflat areas.	Sustainability	Open Space
3.10	Explore options to improve the management of dinghies and kayaks in the LGA impacting foreshore vegetation.	Medium	Development of a management plan or policy.	Open Space	Compliance
3.11	Consider establishing priority no-mow zones to protect saltmarsh at Quarantine Reserve and Henry Lawson Park.	High	A No-Mow Zone Implementation Plan for Quarantine Reserve and Henry Lawson Park, and monitoring framework to assess habitat health, vegetation regrowth, and biodiversity improvements over time.	Open Space	

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
3. Develop and implement projects to educate and raise awareness about biodiversity conservation and enhancement along waterways and riparian lands					
3.12	Investigate creation of a shorebird sanctuary covering the mudflats at Hen and Chicken Bay as Category 1 Wildlife Protection Area – Public places where both cats and dogs are prohibited under sections 30 (1) (b) and 14 (1) (h) of the Companion Animals Act 1998.	Low	A Shorebird Sanctuary Feasibility Report delivered for Hen and Chicken Bay.	Sustainability	Transport NSW Fisheries
4. Enhance corridors and connectivity on Council managed land					
4.1	Explore opportunities for a corridor reconstruction program to enhance biodiversity through strategic planting along identified habitat corridors.	High	Street Tree Masterplan developed.	Open Space	Sustainability PMO Strategic
4.2	Explore opportunities to increase the number of street trees on nature strips along the green grid using species using low-maintenance, high-fauna-value species.	Medium	Length (km) of habitat corridors enhanced with new plantings.	Open Space	Sustainability Roads & Traffic
4.3	Explore opportunities to expand supporting habitat and corridors between Queen Elizabeth Park to foreshore vegetation by increasing native vegetation within Rothwell Park, Jessie Stewart Reserve, Greenlees Park and Massey Park Golf Club.	High	Length (km) of habitat corridors enhanced with new plantings.	Open Space	SASI Sustainability

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
5. Provide mechanisms to support private landholders to protect and enhance biodiversity values					
5.1	Expand and enhance the Backyards for Biodiversity program to empower residents with the resources, guidance, and incentives needed to restore and improve habitat on private land.	Medium	Number of private landholders participating in the program. Total area of private land where habitat enhancements have been implemented.	Sustainability	
5.2	Collaborate with sports and community groups, including major private landholders (e.g., Concord Golf Course, schools, NSW Health), to protect and enhance vital vegetation areas.	High	Total area of key vegetation protected or improved.	Sustainability	Open Space
5.3	Implement a community-based program to educate residents on identifying and reporting priority weed species.	Low	Number of priority weed species reports submitted by residents.	Sustainability	
5.4	Implement community-led habitat planting initiatives in parks, sportsgrounds, road reserves, and along naturalised creek/canal corridors.	Medium	Number of events and people participating.	Open Space	SASI Sustainability
5.5	Engage with community applicants during DA pre-lodgement process to include legislative biodiversity requirements.	High	No of applicants engaged.	Stat Planning	Sustainability
6. Integrate First Nations Knowledge and Care for Country Practices in Biodiversity Conservation					
6.1	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area, and more widely across the region.	Medium	Share information across Council staff.	Comms	All
6.2	Protect and enhance native vegetation and habitats in partnership with Indigenous providers and increase the use of indigenous species and 'Caring for Country' management practices.	Medium	Percentage of native vegetation enhanced using native species or 'Caring for Country' management practices.	Open Space	Sustainability



Nature is Celebrated

Council fosters a community-driven approach to biodiversity conservation, engaging residents through volunteer programs, citizen science, and environmental education. Initiatives like Bushcare, and Backyards for Biodiversity empower people to restore and protect local ecosystems. The Enviro Grants program supports grassroots conservation projects, while improvements to trails, signage, and green spaces enhance public appreciation of nature. Wildlife and flora education programs deepen understanding of local ecosystems, ensuring biodiversity is valued, protected, and celebrated by the community.

No	Actions	Priority	Indicators	Lead team	Supporting team
7. Enhance community engagement and stewardship in biodiversity conservation in City of Canada Bay					
7.1	Develop and implement an education and engagement campaign that raises awareness of local threatened species, foreshore biodiversity, and responsible pet ownership to foster stronger community connections to nature, incorporating targeted CALD messaging as needed.	Medium	Number of people participating. Pre and post surveys to assess awareness and changes in attitudes. Number of resources/ workshops/events delivered.	Sustainability	
7.2	Identify and engage opportunities for residents, local businesses, and community groups to actively participate in or sponsor community planting and weeding days.	Medium	Number of residents, local businesses, and community groups engaged in each event. Number of community planting and weeding days held and the attendance at each event.	Sustainability	Open Space
7.3	Increase opportunities and participation for residents, community groups and businesses to participate in environmental Citizen Science.	High	Number of people participating.	Sustainability	
7.4	Explore opportunities to encourage more residents and community members to join Bushcare and community planting days. ▪ Further promote Bushcare. ▪ Provide training and resources to Bushcare volunteers.	Medium	Number of community and business volunteers and/or total volunteer hours contributed.	Open Space	Sustainability

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
8. Promote biodiversity and increase community interaction					
8.1	Ensure biodiversity achievements and activities are promoted in Councils community newsletters and Annual report.	Ongoing	Annual Report updated and promo in Council media avenues.	Comms Sustainability	All
8.2	Promote and reward programs that recognise and celebrate environmental volunteer groups e.g. Sustainability Awards, Volunteers Week, etc.	Ongoing	Environmental volunteers recognised annually, and percentage of active volunteer groups participating.	Sustainability	Open Space Comms
8.3	Update and install regulatory and interpretive signage at key bushland, foreshore reserves, and parks to provide clear, up-to-date information on threatened species, endangered ecological communities, and broader biodiversity values and impacts.	High	Number of signs/materials updated/installed.	Open Space Sustainability	Compliance
8.4	Publicly exhibit updated biodiversity corridors with zone type definitions in the DCP, to be accompanied by future Biodiversity Corridor Program including educational and on-ground initiatives for residents in mapped corridors.		Updated biodiversity corridor zones published followed by formal adoption into the DCP.	Sustainability	Strategic Planning

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
9. Share & build knowledge					
9.1	<p>Enhance biodiversity management knowledge for Council staff (e.g., environmental, planning, infrastructure teams) through internal workshops covering:</p> <ol style="list-style-type: none"> 1. Biodiversity Fundamentals & Biodiversity Conservation Act Responsibilities: Understand what biodiversity is and learn your responsibilities under the Act. 2. Integrating Biodiversity into Planning: Explore how to incorporate biodiversity considerations into planning processes, such as development applications (DA). 3. Best Practice Procedures: Learn proven methods to protect and enhance biodiversity across Council operations, including sustainable practices for designing new infrastructure (with green options), maintaining assets, and guiding procurement. 	Medium	Number of training delivered and number of staff who completed the training.	Sustainability	Open Space PMO Building Services Road and Traffic Statutory Planning SASI
9.2	Implement internal biodiversity training to advise council's Planning team on legal requirements for development adjacent to foreshore areas mapped on the Biodiversity Values Map. Educate and promote a preference for environmentally friendly seawalls.	High	Training completed.	Sustainability	
9.3	Establish an internal Environmental working group to focus on biodiversity awareness across Council departments.	Low	Environmental group formed. Number of meetings per year.	Sustainability	All

Nature is Protected, Connected, and Celebrated

No	Actions	Priority	Indicators	Lead team	Supporting team
10. Collaborate with external agencies					
10.1	Continue to actively engage with State and Federal agencies, and neighbouring councils to share resources and knowledge, identify collaborative and grant opportunities to improve biodiversity outcomes.	Ongoing	Number of joint projects, funding applications, and knowledge-sharing activities undertaken annually with State/Federal agencies and neighbouring councils, and the total value of grants secured through these partnerships.	All	
10.2	Maintain partnerships with external organisations like SOPA, PRCG, and Local Land Council to coordinate regional efforts, collaborate on grants, share resources, stay informed on policies, and adopt green and smart technologies for community engagement, education, and climate adaptation.	Ongoing	Annual number of partnership activities.	Sustainability	Open Space SASI



Local Weed Management Plan

Acknowledgement of Country

The City of Canada Bay acknowledges the Wangal clan, one of the 29 tribes of the Eora nation and the traditional custodians of this land. Council pays respect to Elders past, present and emerging and extends this respect to all Aboriginal and Torres Strait Islander people living in or visiting the City of Canada Bay.

This Local Weed Management Plan encompasses land currently known as the City of Canada Bay. We acknowledge this land is the traditional home of the Wangal people of the Eora nation. We recognise their stewardship of this place. We acknowledge the vital contribution that Indigenous people and cultures have made and still make to the nation that we share.



Contents

Acknowledgement of Country	2
Introduction	4
Biosecurity Policy and Legislation	6
Regional and Local Weed Management	8
Greater Sydney Region	9
Sydney Central Sub-network	9
City of Canada Bay	10
Purpose of this Plan	14
Goals	15
Weed priority	15
City of Canada Bay Regulatory Functions	16
Priority Weed Inspections and Surveillance	16
Glossary, Abbreviations and References	18
Glossary	19
List of Abbreviations	20
References	20
Appendices	22
Appendix 1 – Weeds listed in the Greater Sydney Regional Strategic Weed Management Plan	23
Appendix 2 – City of Canada Bay Local Priority Weeds	47

Introduction

Introduction



Local Weed Management Plan

4

Councils are legislatively required to monitor and manage weeds as identified in the *Biosecurity Act 2015*. The aim of the Biosecurity Act is to protect the economy, environment and community from adverse effects of pests, diseases and weeds, and to safeguard the unique Australian biodiversity.

The introduction of the *Biosecurity Act 2015* also established the concept that biosecurity is a shared responsibility. Everyone has a *General Biosecurity Duty* under Act.

This plan will have a focus on weeds and the negative impacts on local landscapes, natural areas, environmentally significant areas, local community and economically. Certain species of weeds can have detrimental impacts in bushland areas as they can vigorously invade waterways, outcompete native species and quickly deplete native habitat. After a long period, these weeds can alter habitats and ecosystems.

City of Canada Bay utilises on ground bush regeneration staff and contractors, volunteer-based community groups and some individual landowners do significant work managing weeds within the Local Government Area.

Even though there is a long term goal to eradicate weeds, most Councils and government agencies are faced with the common issues of limited resources, competing priorities of core business, difficulties in coordination of many land managers, lack of community awareness and difficulty in eradicating some persistent weed species.

City of Canada Bay has developed this Local Priority Weed Management Plan as a guide to weeds within the LGA and land management, with primary focus on widespread priority weeds issues and controlling local weeds issues. The plan will focus on managing state, regional and local priority weeds to maintain and increase native vegetation across City of Canada Bay. The plan will also include how land managers can meet their *General Biosecurity Duty* under the NSW *Biosecurity Act 2015*.

The goals and management outcomes in this plan are aligned with the visions and goals for weed management in Greater Sydney set by the Greater Sydney Regional Strategic Weed Management Plan (GSRWMP).



Biosecurity Policy and Legislation

Biosecurity Policy and Legislation



Local Weed Management Plan

6

A variety of national and state plans and strategies form the foundation for developing weed management programs at the state, regional, and local levels, as illustrated in the figure below.

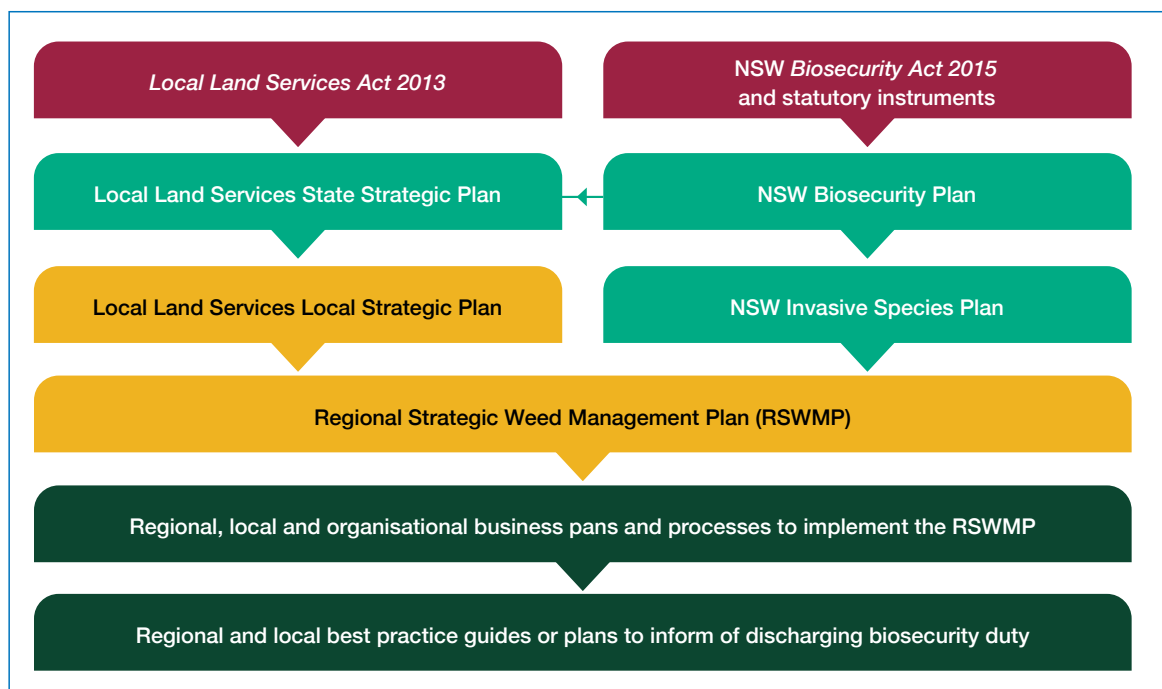


Figure 1. State plans and strategies that influenced this local weed management plan.

The GSRSWMP offers a clear and structured framework that provides a reliable direction for action. It enhances land managers' confidence and improves the transparency of our work.

This Local Priority Weed Management Plan is devised to be more flexible and adaptable to changing needs. While it aligns with the goals and actions of the GSRSWMP, it also outlines specific objectives and actions for managing weeds identified as Local Priorities Weeds in the LGA, ensuring consistent and effective management.

Regional and Local Weed Management

Regional and Local Weed Management



Local Weed Management Plan

8

Greater Sydney Region

The Greater Sydney region covers 12,474 square kilometres, supports approximately 5.2 million people and encompasses 34 local government areas. Sydney is Australia's largest city and the gateway to NSW. It is recognised as a high biosecurity risk including the risk of weeds establishing and spreading to and from the region.

Sydney's bushland and waterways are under frequent threat from invasive weeds, exacerbated by stormwater runoff. The mix of urban development, intensive agriculture, and unmanaged land awaiting future use creates ideal conditions for the introduction and spread of problematic weed species. Weeds impact on:



Biodiversity – in urban bushland and natural areas, including threatened species, populations and ecological communities.



Social environment – enjoyment of natural and outdoor areas, recreation, e.g. waterways, foreshores, access into bushland areas, visual amenity (weed infestations can be perceived as an eyesore).



Human health – some weed species have impacts on human health conditions such as asthma.



Economy – agriculture, fisheries, movement of people and vehicles.

If not managed, these weeds have the potential to cause damage to many areas of bushland and high conservation areas, coastal foreshores, harbours, waterways, sand dunes and agriculture.

Sydney Central Sub-network

The Sydney Central Sub-network is made up of the 11 local Councils listed below:

- | | |
|------------------------|----------------|
| ▪ Canterbury Bankstown | ▪ Hunters Hill |
| ▪ City of Ryde | ▪ Inner West |
| ▪ City of Canada Bay | ▪ Ku-ring-gai |
| ▪ Cumberland | ▪ Lane Cove |
| ▪ Georges River | ▪ Strathfield |
| ▪ Hornsby Shire | |

The Sydney Central region supports a diverse range of habitats, including forests, woodlands, coastal heathlands, mangroves, and saltmarshes. While all habitat types require active conservation management, certain ecosystems are considered a higher priority for weed control-particularly those listed under the NSW *Biodiversity Conservation Act 2016*. This prioritisation is often guided by local management plans and reflects the vulnerability of these habitats to invasive weed threats.

Several species and ecological communities within the Sydney Central region are listed under both the *Commonwealth Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) and the NSW *Biodiversity Conservation Act 2016*. In addition, other species and communities of state or regional significance have been, or are being, identified through ongoing ecological surveys and strategic planning by individual land and conservation management authorities.

The regional weed management subnetwork has facilitated strong collaboration among local councils, providing a platform for regular meetings and knowledge-sharing. These forums enable councils to address emerging weed issues, coordinate efforts, and enhance the effectiveness of conservation initiatives across the region.

City of Canada Bay



Local Weed Management Plan

10

The City of Canada Bay was established in 2000 through the amalgamation of the former Concord and Drummoyne Councils. Located just 6 kilometres from the Sydney CBD, the Local Government Area (LGA) encompasses the suburbs of Abbotsford, Breakfast Point, Cabarita, Canada Bay, Chiswick, Concord, Concord West, Drummoyne, Five Dock, Liberty Grove, Mortlake, North Strathfield, Rhodes, Rodd Point, Russell Lea, Strathfield (part), and Wareemba.

The City of Canada Bay features over 150 parks and reserves and boasts approximately 36.4 kilometres of foreshore. Within the LGA, seven native plant community types have been identified, including 3 that are listed as Endangered Ecological Communities under the *Biodiversity Conservation Act 2016*.

These ecological communities are of high conservation value and require targeted management. Some areas are prioritised for weed control due to their ecological status, recognition in local management plans, or because significant portions of these habitats fall within the LGA and are at risk from weed invasion.

A large portion of the area's bushland is on State Government and private land. City of Canada Bay aims to work with the landowners where bushland of higher priority is based.

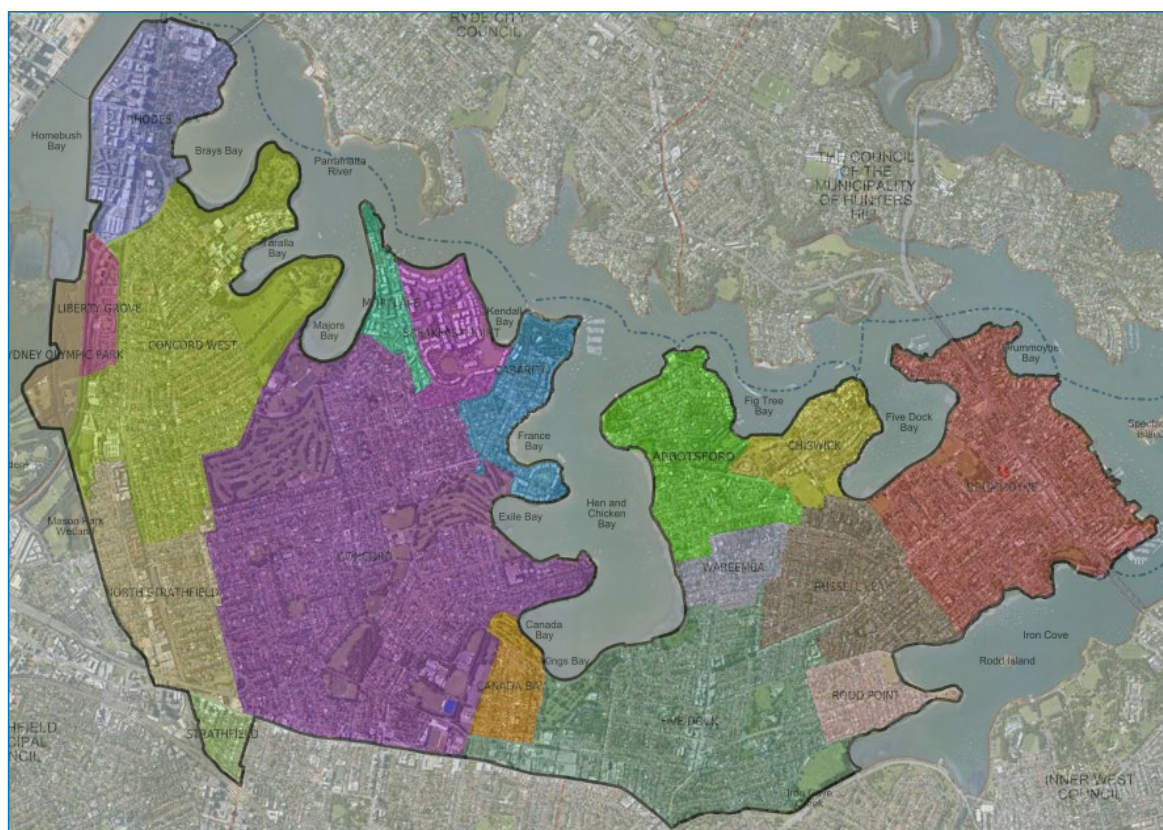


Figure 2. Map of City of Canada Bay Local Government Area.

The other stakeholders involved in weed management across City of Canada Bay include:

State and Federal Government agencies



- Department of Primary Industries.
- Office of Environment and Heritage.
- National Parks and Wildlife Service.
- Sydney Harbour Federation Trust.
- Sydney Water Corporation.
- Sydney Trains.
- Roads and Maritime Services.
- Department of Lands.
- NSW Health.

Owners and occupiers of land



- Private owners and occupiers of land.

Community and non-government groups



- Community volunteers working as part of Bushcare/Landcare programs and incorporated.
- Community groups.
- Australian Association of Bush Regenerators (AABR).
- Bush regeneration, horticultural and landscape maintenance contractors.





Purpose of this Plan

Purpose of this Plan



Local Weed Management Plan

14

Purpose of this Plan

This plan has been developed to guide staff, local businesses, private property owners, residents, and other stakeholders in ensuring that weed management actions and resource allocation aligns with the *Biosecurity Act 2015* and Regional Plans within a 5-year period. This plan was developed collaboratively across multiple Council departments, with advice from LLS and DPIRD. Furthermore, the Council is executing this plan in accordance with the objectives outlined in the following strategic plans and framework.

- [Biodiversity Framework and Action Plan](#)
- [Environmental Strategy](#)
- [Urban Tree Canopy Strategy](#)
- [Climate Resilience Framework](#)

Goals

- 01** **Goal One** – Weed biosecurity is a shared responsibility that supports a community approach to local weed management.
- 02** **Goal Two** – Local weed biosecurity that protects the City of Canada Bay and prevents new weeds from establishing within the local area.
- 03** **Goal Three** – Enhance the region's capacity to support a collaborative tenure-neutral approach to improve effective weed control.
- 04** **Goal Four** – Enhance the capacity and biosecurity weed knowledge of Council staff and community members to support coordinated, informed, and proactive weed management across the region.

Weed priority

Priority weeds are categorised into three categories:

State: These weeds are listed in the *Biosecurity Act 2015*, as well supporting legislation *Biosecurity Regulation 2017*, and pose a significant risk to the state. Priority weeds included in the Act are the highest priority.

Regional: These weeds are a biosecurity risk to parts of NSW and are identified in regional weed management plans. Appendix 1 includes a species list of the weeds included within the *Greater Sydney Regional Strategic Weed Management Plan*.

Local: These weeds are considered a biosecurity risk in certain situations. The aim is to prevent the establishment of these species in Council owned bushland, particularly those considered a priority asset. These weeds are subject to *General Biosecurity Duty* under the *Biosecurity Act 2015*.

This plan establishes a framework to guide the achievement of these objectives over the next five years. You can find a copy of Local priority weeds in Appendix 2.

City of Canada Bay Regulatory Functions

The *Biosecurity Act 2015* requires Local Control Authorities to appoint Authorised Officers. As a Local Control Authority, City of Canada Bay has appointed Authorised Officers with the following functions:

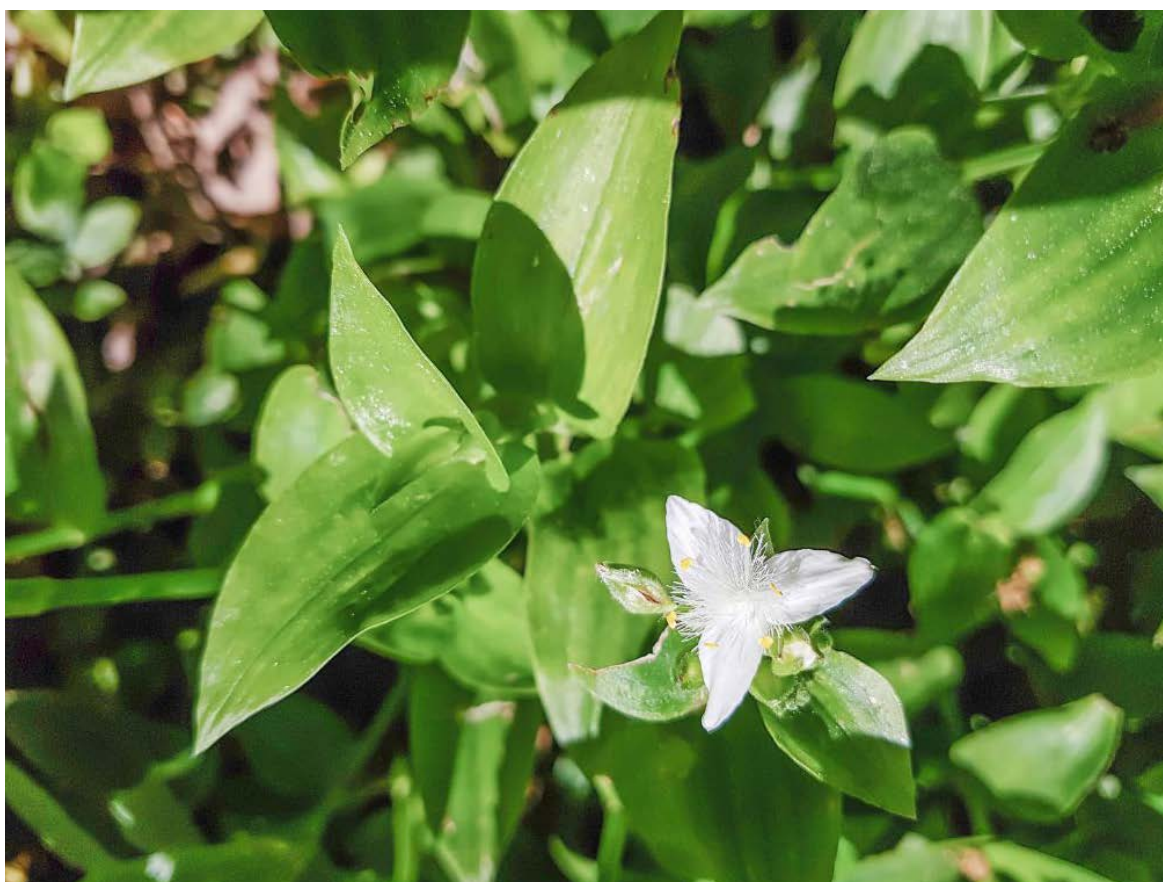
- the prevention, elimination, minimisation and management of the biosecurity risk posed or likely to be posed by weeds
- to develop, implement, co-ordinate and review weed control programs
- to inspect land in connection with its weed control functions
- to keep records about the exercise of the local control authority's functions under this Act
- to report to the Secretary about the exercise of the local control authority's functions under this Act.

Priority Weed Inspections and Surveillance

City of Canada Bay will use State, Regional and Local Weed Management Plans to guide inspections, surveillance and control efforts of the weeds. Council will identify areas with high biodiversity value and ecological connectivity for resource allocation. Additionally, high-risk pathways and locations that could facilitate the spread of priority weeds will be identified for both regulatory and non-regulatory inspections and monitoring.

Council's management priority is not to enforce the *Biosecurity Act 2015* for the control of widespread low risk weeds or weeds not listed in schedule 1, 2 and 3.

If a new weed is suspected of being found, the new weed incursion procedure outlined in the Greater Sydney Region New Incursion Plan will be followed or as directed by State Government.



Purpose of this Plan

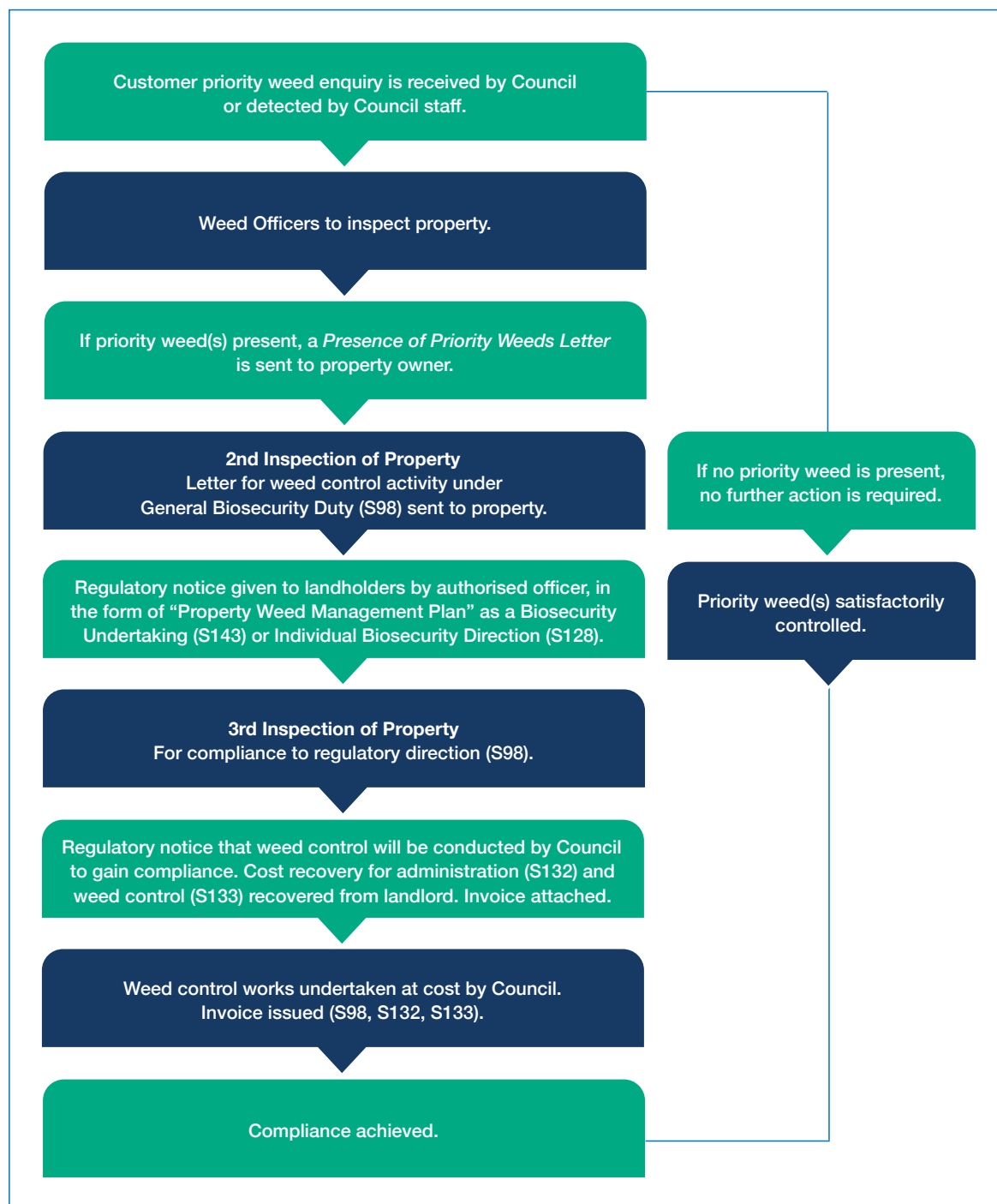


Figure 3. City of Canada Bay weeds surveillance and inspectorial process.

Glossary, Abbreviations and References



Glossary

Asset	Land or infrastructure with environmental, economic or social value. For example, National Park, bushland reserve, threatened species habitat, agricultural land, drinking water catchment, sporting field, urban tree canopy and public park.
Asset protection	Preventing the spread of weed species to high value assets of economic, environmental and/or social value or reducing the impact on the high value asset for weeds already present.
Biodiversity	The variety of all life forms: the different species of plants, animals, fungi, bacteria and other microorganisms, the genes they contain and the ecosystems (the variety of habitats, biotic communities and ecological processes) of which they form a part.
Biosecurity	Protecting the economy, environment and community from the negative impacts of pests, diseases and weeds.
Collaboration	Working together to develop an understanding of all issues and interests to work out alternatives and identify preferred solutions for joint decision making.
Community	Any land manager within the state or region, irrespective of whether they are private or public land managers, ratepayers or non-ratepayers.
Containment	Preventing the spread of weed species beyond a predefined area and reducing the impact where it occurs.
Eradication	To permanently remove a weed species and its propagules from an area.
General Biosecurity Duty	Under the <i>Biosecurity Act 2015</i> a <i>General Biosecurity Duty</i> (GBD) applies to all weed species that present a biosecurity risk. For weeds, the GBD means that any person dealing with plant matter, who knows or ought reasonably to know the biosecurity risk posed by that dealing, must take measures to prevent, minimise or eliminate the biosecurity risk (as far as is reasonably practicable). 'Dealing' has a broad definition in the Act. Plant matter includes plants, parts of plants and seeds.
Habitat	A place suitable for survival and/or reproduction of a particular plant or animal.
Landscape	Any section of land or coast and its natural features, including rivers and other water bodies. Represents the overlay of the variety and arrangement of physical landforms (e.g. rivers, escarpment, rocky reefs), communities of people (e.g. Aboriginal, rural) and land uses (e.g. urban, conservation, agricultural).
Prevention	To prevent a weed specie arriving and establishing in an area.
Stakeholder	Organisations that collaborate and partner with Local Land Services directly to support customer service delivery.
Weed	Plants (foreign to the region) that are unwanted in a given situation and which usually have detectable negative economic, environmental or social impacts.

List of Abbreviations

BIS	Biosecurity Information System
DPIRD	NSW Department of Primary Industries and Regional Development
GBD	General Biosecurity Duty
LLS	Local Land Services
MERI	Monitoring, evaluation, reporting and improvement
OEH	NSW Office of Environment and Heritage
NPWS	NSW National Parks and Wildlife Service
GSRSWMP	Greater Sydney Regional Strategic Weed Management Plan
RWC	Regional Weed Committee

References

- **Greater Sydney Regional Strategic Weed Management Plan 2023–2027**
www.lls.nsw.gov.au/_data/assets/pdf_file/0010/722368/Greater-Sydney-Regional-Strategic-Weed-Management-Plan-2023-2027.pdf

Glossary, Abbreviations and References

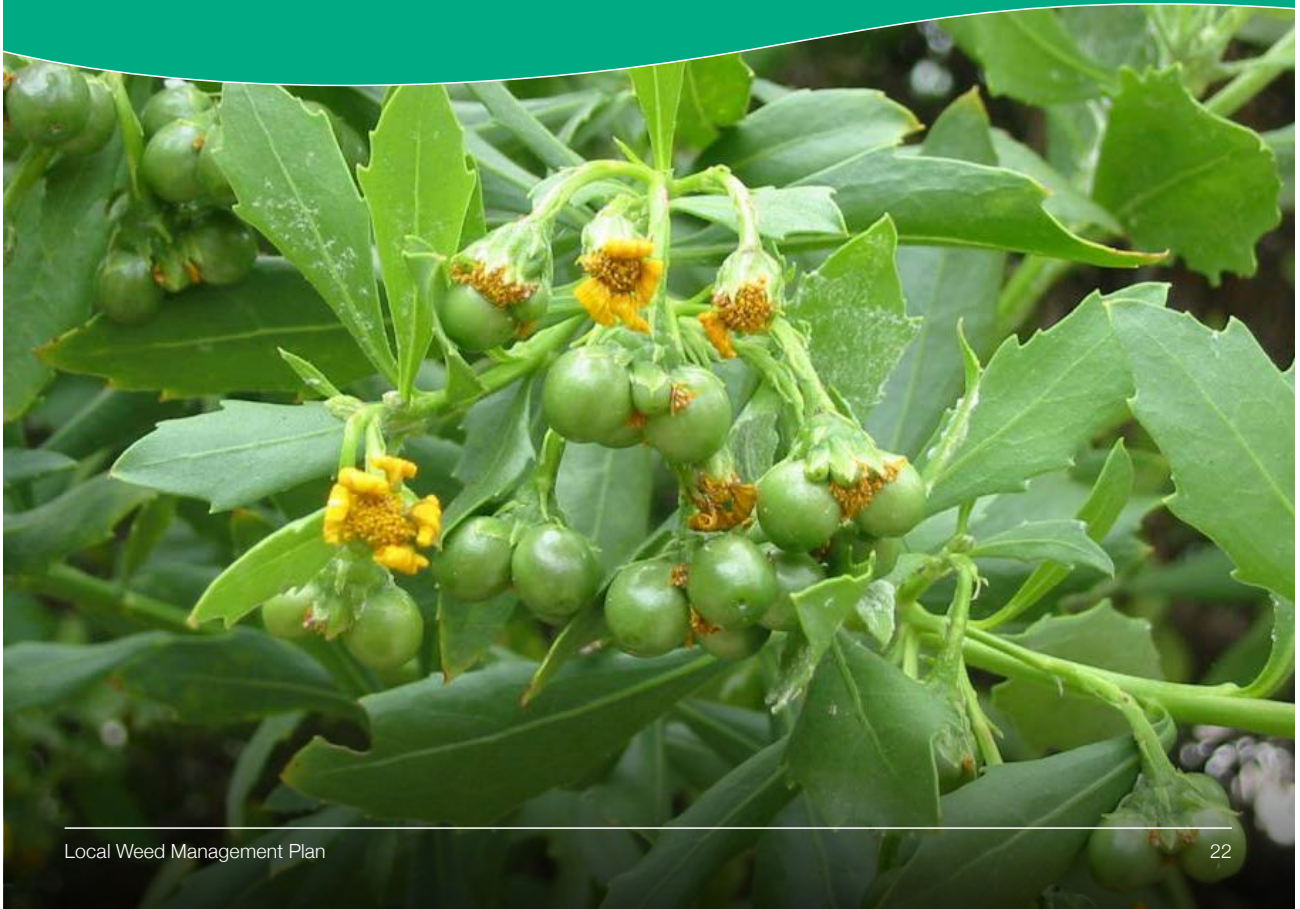


Local Weed Management Plan

21

Appendices

Appendices



Local Weed Management Plan

22

Appendix 1 – Weeds listed in the Greater Sydney Regional Strategic Weed Management Plan

A1.1 State priority weeds

State priority weed category – PREVENTION:

The following weeds have not established self-sustaining populations in NSW and pose a significant biosecurity risk to the state. Prohibiting these weeds from the state to prevent the biosecurity risk posed is a reasonably practical objective.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
All species of vascular plant Tracheophyta	<i>Tracheophyta</i>	Mandatory Measure (Division 8, Clause 34) Duty to notify on importation of plants into the state: (1) A person must not import into the State a species of vascular plant (Tracheophyta) if the species is not currently present in the State unless the person has, at least 20 working days before the plant is imported into the state, notified the species of plant and its proposed location within the State. (2) The notification is to be given to the Secretary and is to be given in accordance with Part 6. (3) A species of plant is taken not to be present in the state if the National Herbarium of New South Wales does not show it as being present in the state. Note. See plantnet.rbgsyd.nsw.gov.au
Anchored water hyacinth	<i>Eichhornia azurea</i>	Prohibited Matter (Part 4, Biosecurity Act, 2015) A person who deals with any biosecurity matter that is Prohibited Matter throughout the State is guilty of an offence. A person has a biosecurity duty to ensure that so far as is reasonably practicable, the biosecurity risk posed by prohibited matter is prevented, eliminated or minimised. A person who becomes aware of, or suspects, that a prohibited matter event has occurred, is occurring or is about to occur has a biosecurity duty to immediately notify the local control authority about the prohibited matter event. Regional strategic response: <ul style="list-style-type: none"> Implement quarantine and/or hygiene protocols. Undertake high risk sites and pathways analysis to identify potential introduction areas and preventative options. Trigger rapid response protocol.
Black knapweed	<i>Centaurea x moncktonii</i>	
Bridal veil creeper	<i>Asparagus declinatus</i>	
Broomrape	<i>Orobancha</i> spp. (all species except the native <i>O. cernua</i> var. <i>australiana</i> and <i>O. minor</i>)	
Eurasian water milfoil	<i>Myriophyllum spicatum</i>	
Frogbit/Spongeplant	<i>Limnobium</i> spp. (all species)	
Gamba grass	<i>Andropogon gayanus</i>	
Hawkweed	<i>Pilosella</i> spp (all species) in addition to <i>Hieracium</i> spp (all species except <i>Hieracium murorum</i>)	
Hydrocotyl/Water pennywort	<i>Hydrocotyle ranunculoides</i>	
Karoo acacia	<i>Vachellia karroo</i> (syn. <i>Acacia karroo</i>)	
Kochia	<i>Bassia scoparia</i> (excluding subsp. <i>trichophylla</i>)	

State priority weed category – PREVENTION:

The following weeds have not established self-sustaining populations in NSW and pose a significant biosecurity risk to the state. Prohibiting these weeds from the state to prevent the biosecurity risk posed is a reasonably practical objective.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Koster's curse	<i>Clidemia hirta</i>	Prohibited Matter (Part 4, Biosecurity Act, 2015) A person who deals with any biosecurity matter that is Prohibited Matter throughout the State is guilty of an offence. A person has a biosecurity duty to ensure that so far as is reasonably practicable, the biosecurity risk posed by prohibited matter is prevented, eliminated or minimised.
Lagarosiphon	<i>Lagarosiphon major</i>	
Mexican feather grass	<i>Nassella tenuissima</i> (syn. <i>Stipa tenuissima</i>)	A person who becomes aware of, or suspects, that a prohibited matter event has occurred, is occurring or is about to occur has a biosecurity duty to immediately notify the local control authority about the prohibited matter event.
Miconia	<i>Miconia</i> spp. (all species)	
Mikania vine	<i>Mikania micrantha</i>	Regional strategic response: <ul style="list-style-type: none">Implement quarantine and/or hygiene protocols.Undertake high risk sites and pathways analysis to identify potential introduction areas and preventative options.Trigger rapid response protocol.
Mimosa	<i>Mimosa pigra</i>	
Pond apple	<i>Annona glabra</i>	
Prickly acacia	<i>Vachellia nilotica</i> (syn. <i>Acacia nilotica</i>)	
Rubber vine	<i>Cryptostegia grandiflora</i>	
Siam weed	<i>Chromolaena odorata</i>	
Spotted knapweed	<i>Centaurea stoebe</i> subsp. <i>australis</i>	
Water caltrop	<i>Trapa</i> spp. (all species)	
Water soldier	<i>Stratiotes aloides</i>	
Witchweed	<i>Striga</i> spp. (except the native <i>S. parviflora</i>)	
Yellow burrhead	<i>Limnocharis flava</i>	

State priority weed category – PREVENTION:

The following weeds have not established self-sustaining populations in NSW and pose a significant biosecurity risk to the state. Prohibiting these weeds from the state to prevent the biosecurity risk posed is a reasonably practical objective.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Parthenium weed	<i>Parthenium hysterophorus</i>	<p>Prohibited Matter (Part 4, Biosecurity Act, 2015)</p> <p>A person who deals with any biosecurity matter that is Prohibited Matter throughout the state is guilty of an offence.</p> <p>A person has a biosecurity duty to ensure that so far as is reasonably practicable, the biosecurity risk posed by prohibited matter is prevented, eliminated or minimised.</p> <p>A person who becomes aware of, or suspects, that a prohibited matter event has occurred, is occurring or is about to occur has a biosecurity duty to immediately notify the local control authority about the prohibited matter event.</p> <p>Mandatory Measure (Division 8, Clause 35, Biosecurity Regulation, 2017) – parthenium weed carriers – machinery and equipment</p> <p>(1) This clause applies to the following equipment:</p> <ul style="list-style-type: none"> (a) grain harvesters (including the comb or front) (b) comb trailers (including the comb or front) (c) bins used for holding grain during harvest operations (d) augers or similar equipment used for moving grain (e) vehicles used for transporting grain harvesters (f) vehicles used as support vehicles with grain harvesters and that have been driven in paddocks during harvest operations (g) mineral exploration drilling rigs and vehicles used for transporting those rigs <p>(2) A person must not import into the State from Queensland any equipment to which this clause applies.</p>

State priority weed category – ERADICATION:

The following weeds are present in limited distribution and abundance and pose a medium to high biosecurity risk to NSW. The measures established under the control orders are necessary to prevent, eliminate, minimise or manage the biosecurity risk or biosecurity impact.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Boneseed	<i>Chrysanthemoides monilifera</i> <i>subspecies. monilifera</i>	<p>The boneseed control zone is the whole of NSW</p> <p>The parkinsonia control zone is the whole of NSW</p> <p>The tropical soda apple control zone is the whole of NSW</p> <p>Control measure – owners and occupiers of land</p> <p>(1) The owner or occupier of land in the control zone on which there is a new infestation of boneseed, parkinsonia or tropical soda apple must notify the local control authority for that land as soon as practicable of the following information:</p> <p>(a) the person's full name and contact details, including a telephone number</p> <p>(b) the address of the land, including the lot and deposited plan number and the property identification code for the land (if these are known)</p> <p>(c) any other information that is requested by the local control authority.</p> <p>(2) The owner or occupier of the land must ensure that the land is kept free of boneseed, parkinsonia or tropical soda apple by immediately destroying all boneseed, parkinsonia or tropical soda apple on the land. This requirement applies to any new infestation as well as any subsequent generations of boneseed, parkinsonia or tropical soda apple on that land.</p> <p>(3) The owner or occupier does not need to comply with subclause (1) if they know that notification of the new infestation on the land has already been given to the local control authority of that land.</p> <p>Control measure – persons dealing with carriers</p> <p>A person who deals with a carrier of boneseed, parkinsonia or tropical soda apple must take all reasonable steps to ensure that the carrier is not moved from the land with any boneseed, parkinsonia or tropical soda apple on it, attached to it, or contained in it, before the carrier is moved from the land.</p>
Parkinsonia	<i>Parkinsonia aculeata</i>	
Tropical soda apple	<i>Solanum viarum</i>	

State priority weed category – ERADICATION:

The following weeds are present in limited distribution and abundance and pose a medium to high biosecurity risk to NSW. The measures established under the control orders are necessary to prevent, eliminate, minimise or manage the biosecurity risk or biosecurity impact.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Boneseed	<i>Chrysanthemoides monilifera</i> <i>subspecies. monilifera</i>	Control measure – persons moving boneseed, parkinsonia or tropical soda apple and carriers of boneseed, parkinsonia or tropical soda apple (excluding a human) (1) A person who moves boneseed, parkinsonia or tropical soda apple or a carrier of boneseed, parkinsonia or tropical soda apple (excluding a human) to another property, must notify the local control authority for that other property as soon as practicable before moving the boneseed, parkinsonia or tropical soda apple of the following information: (a) the person's full name and contact details (b) the addresses of the land the boneseed, parkinsonia or tropical soda apple is coming from and going to, including the lot and deposited plan number and the property identification code for the land (if these are known) (2) A person who moves boneseed, parkinsonia or tropical soda apple or a carrier of boneseed, parkinsonia or tropical soda apple (excluding a human) does not need to comply with subclause (1) if they know that notification of the movement has already been given to the local control authority for that other property. <i>Note. Examples of when boneseed, parkinsonia or tropical soda apple or a carrier of boneseed, parkinsonia or tropical soda apple (excluding a human) may need to be moved include, but are not limited to, the movement of vehicles, soil, or livestock as well as movement for disposal.</i>
Parkinsonia	<i>Parkinsonia aculeata</i>	
Tropical soda apple	<i>Solanum viarum</i>	

State priority weed category – ERADICATION:

The following weeds are present in limited distribution and abundance and pose a medium to high biosecurity risk to NSW. The measures established under the control orders are necessary to prevent, eliminate, minimise or manage the biosecurity risk or biosecurity impact.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Chinese violet	<i>Asystasia gangetica</i> <i>subspecies. Micrantha</i>	<p>Control order – (Chinese Violet Control Zone)</p> <p>1. Control measures for owners and occupiers of land</p> <p>Pursuant to section 62(1)(b) of the Act, an owner or occupier of land in the Chinese violet Control Zone on which there is Chinese violet must:</p> <ul style="list-style-type: none"> (a) notify the local control authority for the area if the Chinese violet is part of a new infestation of Chinese violet on the land: <ul style="list-style-type: none"> (i) as soon as practicable after becoming aware of the new infestation (ii) verbally or in writing (iii) giving the following: <ul style="list-style-type: none"> (1) the person's full name and contact number (2) the location of the Chinese violet, including the property identification code for the land (if this is known) (3) any other information reasonably requested by the local control authority (b) destroy all Chinese violet on the land, including fruit (c) ensure that subsequent generations of Chinese violet are destroyed (d) that the land is kept free of Chinese violet (e) The owner or occupier does not need to comply with (a) above if they know that notification of the infestation on the land has already been given to the local control authority for the area.

State priority weed category – ERADICATION:

The following weeds are present in limited distribution and abundance and pose a medium to high biosecurity risk to NSW. The measures established under the control orders are necessary to prevent, eliminate, minimise or manage the biosecurity risk or biosecurity impact.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Chinese violet	<i>Asystasia gangetica</i> <i>subspecies. Micrantha</i>	<p>2. Control measures for persons dealing with carriers</p> <p>Pursuant to section 62(1)(b) of the Act, a person who deals with a carrier of Chinese violet in the Chinese violet Control Zone, in circumstances where the person knows or ought reasonably to know of the presence of Chinese violet on the land or in or on the carrier, must:</p> <ul style="list-style-type: none"> (a) ensure that Chinese violet (including any seed and propagules) is not moved from the land (b) immediately notify the local control authority for the area: <ul style="list-style-type: none"> (i) as soon as practicable after becoming aware of the presence of Chinese violet (ii) verbally or in writing (iii) giving the following: <ul style="list-style-type: none"> (1) the person's full name and contact number (2) the location of the Chinese violet, including the property identification code for the land (if this is known) (iv) any other information reasonably requested by the local control authority. (c) The person who deals with a carrier of Chinese violet does not need to comply with (b) above if they know that notification of the infestation on the land has already been given to the local control authority for the area.

State priority weed category – ERADICATION AND/OR CONTAINMENT:

The following weeds pose a medium to high biosecurity risk to NSW and vary in distribution and abundance in different parts of the state. The principal object of a biosecurity zone regulation is to provide for the long term management of a biosecurity risk or biosecurity impact.

Common name	Land area where requirements apply	Biosecurity Act requirements and strategic response in the region
<p>Alligator weed (<i>Alternanthera philoxeroides</i>)</p>	<p>A biosecurity zone, to be known as the Alligator Weed Biosecurity Zone, is established for all land within the state except land in the following regions:</p> <ul style="list-style-type: none"> (a) Greater Sydney (b) Hunter (but only in respect of land in the local government area of City of Lake Macquarie, City of Maitland, City of Newcastle or Port Stephens). 	<p>Alligator Weed Biosecurity Zone (Biosecurity Regulation 2017 – Part 5, Division 2)</p> <p>An owner or occupier of land in the Alligator Weed Biosecurity Zone on which there is the weed <i>Alternanthera philoxeroides</i> (alligator weed) must:</p> <ul style="list-style-type: none"> (a) if the weed is part of a new infestation of the weed on the land, notify the local control authority for the land as soon as practicable in accordance with Part 6 (b) eradicate the weed or if that is not practicable destroy as much of the weed as is practicable and suppress the spread of any remaining weed. <p>Mandatory Measure (Division 8, Clause 33, Biosecurity Regulation 2017)</p> <p>A person must not import into the state or sell.</p>
<p>Bitou bush (<i>Chrysanthemoides monilifera subsp. rotundata</i>)</p>	<p>A biosecurity zone, to be known as the Bitou bush Biosecurity Zone, is established for all land within the state except land within 10 kilometres of the mean high water mark of the Pacific Ocean between Cape Byron in the north and Point Perpendicular in the south.</p>	<p>Bitou Bush Biosecurity Zone (Biosecurity Regulation 2016 – Part 5, Division 3)</p> <p>An owner or occupier of land in the Bitou Bush Biosecurity Zone on which there is the weed <i>Chrysanthemoides monilifera subsp. rotundata</i> (bitou bush) must:</p> <ul style="list-style-type: none"> (a) if the weed is part of a new infestation of the weed on the land, notify the local control authority for the land as soon as practicable in accordance with Part 6 (b) eradicate the weed or if that is not practicable destroy as much of the weed as is practicable and suppress the spread of any remaining weed. <p>Mandatory Measure (Division 8, Clause 33, Biosecurity Regulation 2017)</p> <p>A person must not import into the state or sell.</p> <p>Regional strategic response:</p> <p>Implement Bitou Bush State Strategic Plan.</p>

State priority weed category – ERADICATION AND/OR CONTAINMENT:

The following weeds pose a medium to high biosecurity risk to NSW and vary in distribution and abundance in different parts of the state. The principal object of a biosecurity zone regulation is to provide for the long term management of a biosecurity risk or biosecurity impact.

Common name	Land area where requirements apply	Biosecurity Act requirements and strategic response in the region
Water hyacinth (<i>Eichhornia crassipes</i>)	<p>A biosecurity zone, to be known as the Water Hyacinth Biosecurity Zone, is established for all land within the State except land in the following regions:</p> <ul style="list-style-type: none"> (a) Greater Sydney or North Coast (b) North West (but only land in those regions that is in the local government area of Moree plains) (c) Hunter (but only land in that region that is in the local government area of City of Cessnock, City of Lake Macquarie, Mid-Coast, City of Maitland, City of Newcastle or Port Stephens) (d) South East (but only land in that region that is in the local government area of Eurobodalla, Kiama, City of Shellharbour, City of Shoalhaven or City of Wollongong). 	<p>Water Hyacinth Biosecurity Zone (Biosecurity Regulation 2017 – Part 5, Division 4)</p> <p>An owner or occupier of land in the Water Hyacinth Biosecurity Zone on which there is the weed <i>Eichhornia crassipes</i> (water hyacinth) must:</p> <ul style="list-style-type: none"> (a) if the weed is part of a new infestation of the weed on the land, notify the local control authority for the land as soon as practicable in accordance with Part 6 (b) eradicate the weed, or if that is not practicable destroy as much of the weed as is practicable and suppress the spread of any remaining weed. <p>Mandatory Measure (Division 8, Clause 33, Biosecurity Regulation 2017):</p> <p>A person must not import into the State or sell.</p> <p>Regional strategic response:</p> <ul style="list-style-type: none"> ▪ Implement quarantine and/or hygiene protocols. ▪ Targeted management of priority assets. ▪ Promote best practice weed management principles to landholders. ▪ Land managers reduce the impact on priority assets.

State priority weed category – CONTAINMENT AND/OR ASSET PROTECTION:

These weeds are widely distributed in some areas of the state. As Weeds of National Significance, their further spread through trade should be minimised to protect priority assets.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
African boxthorn	<i>Lycium ferocissimum</i>	Mandatory Measure (Division 8, Clause 33, Biosecurity Regulation 2017): A person must not import into the State or sell.
Asparagus weeds	<i>Asparagus aethiopicus</i> , <i>A. africanus</i> , <i>A. asparagoides</i> including the Western Cape form*, <i>A. densiflorus</i> , <i>A. plumosus</i> , and <i>A. scandens</i>	
Athel pine	<i>Tamarix aphylla</i>	
Bellyache bush	<i>Jatropha gossypifolia</i>	
Blackberry	<i>Rubus fruticosus</i> spp. agg. (except the varieties Chester Thornless, Dirksen Thornless, Loch Ness, Silvan, Black Satin, Murrindindi, Smooth Stem, Thornfree and Chehalem)	
Brooms	<i>Genista monspessulana</i> , <i>G. linifolia</i> , <i>Cystisus scoparius</i>	
Cabomba	<i>Cabomba caroliniana</i>	
Cat's claw creeper	<i>Dolichandra unguis-cati</i>	
Chilean needle grass	<i>Nassella neesiana</i>	

State priority weed category – CONTAINMENT AND/OR ASSET PROTECTION:

These weeds are widely distributed in some areas of the state. As Weeds of National Significance, their further spread through trade should be minimised to protect priority assets.

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
Fireweed	<i>Senecio madagascariensis</i>	Mandatory Measure (Division 8, Clause 33, Biosecurity Regulation 2017): A person must not import into the State or sell.
Gorse	<i>Ulex europaeus</i>	
Hymenachne	<i>Hymenachne amplexicaulis</i>	
Lantana	<i>Lantana camara</i>	
Madeira vine	<i>Anredera cordifolia</i>	
Mesquite	<i>Prosopis spp.</i>	
Prickly pears	<i>Opuntia spp. (excluding O. ficus-indica), Cylindropuntia spp. and Austrocylindropuntia spp.</i>	
Sagittaria	<i>Sagittaria platyphylla</i>	
Salvinia	<i>Salvinia molesta</i>	
Serrated tussock	<i>Nassella trichotoma</i>	
Silver-leaf nightshade	<i>Solanum elaeagnifolium</i>	
Willows	<i>Salix species except S. babylonica, S. X calodendron and S. X reichardtiji (willows except weeping willows, pussy willow and sterile pussy willow)</i>	

A1.2 Regional priority weeds

Regional priority weed category – PREVENTION (whole of region):

The following weeds are currently not found in the region, pose significant biosecurity risk and prevention of the biosecurity risk posed by these weeds is a reasonably practical objective.

East Indian hygrophylla – <i>Hygrophila polysperma</i>	Spanish broom – <i>Spartium junceum</i>
Giant rats tail grass – <i>Sporobolus pyramidalis</i>	Water lettuce – <i>Pistia stratiotes</i>
Hymenachne – <i>Hymenachne amplexicaulis</i>	Water star grass – <i>Heteranthera zosterifolia</i>
Mysore thorn – <i>Caesalpinia decapetala</i>	White blackberry/Mysore raspberry – <i>Rubus niveus</i>

Outcomes to demonstrate compliance with general biosecurity duty

Land managers should mitigate the risk of the plant being introduced to their land.

Land managers should eradicate the plant from the land and keep the land free of the plant.

A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.

Notify local control authority if found.

Strategic response in the Greater Sydney region

Implement quarantine and/or hygiene protocols.

Undertake high risk sites and pathways analysis to identify potential introduction areas and preventative options.

Implement [New Weed Incursion Plan](#) if detected.

Regional priority weed category – ERADICATION (whole of region):

The following weeds are present in limited distribution and abundance in some parts of the region. Elimination of the biosecurity risk posed by these weeds is a reasonably practical objective.

Chinese knotweed – <i>Persicaria chinensis</i>	Kei apple – <i>Dovyalis caffra</i>
Climbing asparagus – <i>Asparagus africanus</i> *	Kidney leaf mud plantain – <i>Heteranthera reniformis</i>
Coral creeper – <i>Barleria repens</i>	Kudzu – <i>Pueraria lobata</i>
Giant devil's fig – <i>Solanum chrysotrichum</i>	Leaf cactus – <i>Pereskia aculeata</i>
Glory lily – <i>Gloriosa superba</i>	Ming fern – <i>Asparagus macowanii</i> var. <i>zuluensis</i>
Grey willow – <i>Salix cinerea</i> *	Nodding thistle – <i>Carduus nutans</i>
Groundsel bush – <i>Baccharis halimifolia</i>	Sea spurge – <i>Euphorbia paralias</i>
Holly-leaved senecio – <i>Senecio glastifolius</i>	Sicilian sea lavender – <i>Limonium hyblaicum</i>
Hydrophylla – <i>Hydrophylla costata</i>	Skunk vine – <i>Paederia foetida</i>

*The following legislative requirement also applies: Mandatory Measure (Division 8, Clause 33, Biosecurity Regulation, 2017): A person must not move, import into the State or sell.

Outcomes to demonstrate compliance with general biosecurity duty

Land managers should mitigate the risk of the plant being introduced to their land.

Land managers should eradicate the plant from the land and keep the land free of the plant.

A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, keeping, moving, carrying or releasing the plant.

Notify local control authority if found.

Strategic response in the Greater Sydney region

Manage in accordance with [New Weed Incursion Plan](#).

Mapping and surveillance to locate all infestations.

Implement quarantine and/or hygiene protocols.

Destruction of all infestations where feasible.

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

African olive – *Olea europaea subsp. Cuspidata*

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
An exclusion zone is established for all lands in the Blue Mountains City Council local government area and lands to the west of the Nepean River in the City of Penrith local government area. The rest of the region is classified as the core infestation area.	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Asparagus fern – *Asparagus virgatus*

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
Central Coast Council area is classified as the core infestation area. An exclusion zone is established for the rest of the region.	<p>Whole of region: Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone: Land managers should eradicate the plant from the land and keep the land free of the plant. A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant. Notify local control authority if found.</p> <p>Within core infestation area: Land managers should mitigate spread of the plant from their land. A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region: Promote best practice principles to landholders, including a range of control techniques for integrated weed management. Implement quarantine and/or hygiene protocols. Monitor change in distribution.</p> <p>Within exclusion zone: Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area: Destroy and continuously suppress infestations where feasible. Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Black willow – *Salix nigra**

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
<p>Hornsby Shire Council, Hawkesbury City Council, Sutherland Shire Council, City of Canterbury Bankstown and Central Coast Council areas are classified as the core infestation area.</p> <p>An exclusion zone is established for the rest of the region.</p> <p>*The following legislative requirement also applies: Mandatory Measure (Division 8, Clause 33): A person must not move, import into the State or sell.</p>	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Gorse – *Ulex europaeus**

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
<p>An exclusion zone is established for the Blue Mountains City Council area. The rest of the region is classified as the core infestation area.</p> <p>*The following legislative requirement also applies: Mandatory Measure (Division 8, Clause 33): A person must not move, import into the State or sell.</p>	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Horsetails – *Equisetum* spp.

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
The Northern Beaches Council area is classified as the core infestation area. An exclusion zone is established for the rest of the region.	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Senegal tea – *Gymnocoronis spilanthoides*

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
Central Coast Council area, Royal National Park and the Hawkesbury Nepean River and its tributaries are classified as the core infestation area. An exclusion zone is established for the rest of the region.	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Serrated tussock – *Nassella trichotoma**

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
<p>Wollondilly Shire Council and Camden Council areas are classified as the core infestation area. An exclusion zone is established for the rest of the region.</p> <p>*The following legislative requirement also applies: Mandatory Measure (Division 8, Clause 33): A person must not move, import into the State or sell.</p>	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Sicklethorn – *Asparagus falcatus*

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
Central Coast Council is classified as the core infestation area. An exclusion zone is established for the rest of the region.	<p>Whole of region: Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone: Land managers should eradicate the plant from the land and keep the land free of the plant. A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant. Notify local control authority if found.</p> <p>Within core infestation area: Land managers should mitigate spread of the plant from their land. A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region: Promote best practice principles to landholders, including a range of control techniques for integrated weed management. Implement quarantine and/or hygiene protocols. Monitor change in distribution.</p> <p>Within exclusion zone: Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area: Destroy and continuously suppress infestations where feasible. Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Tiger pear – *Opuntia aurantiaca**

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
<p>City of Blacktown and Wollondilly Shire Council are classified as the core infestation area. An exclusion zone is established for the rest of the region.</p> <p>*The following legislative requirement also applies: Mandatory Measure (Division 8, Clause 33): A person must not move, import into the State or sell.</p>	<p>Whole of region:</p> <p>Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone:</p> <p>Land managers should eradicate the plant from the land and keep the land free of the plant.</p> <p>A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant.</p> <p>Notify local control authority if found.</p> <p>Within core infestation area:</p> <p>Land managers should mitigate spread of the plant from their land.</p> <p>A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region:</p> <p>Promote best practice principles to landholders, including a range of control techniques for integrated weed management.</p> <p>Implement quarantine and/or hygiene protocols.</p> <p>Monitor change in distribution.</p> <p>Within exclusion zone:</p> <p>Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area:</p> <p>Destroy and continuously suppress infestations where feasible.</p> <p>Targeted management of priority assets.</p>

Regional priority weed category – CONTAINMENT:

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

Water poppy – *Hydrocleys nymphoides*

Land area where requirements apply	Outcomes to demonstrate compliance with general biosecurity duty	Strategic response in the Greater Sydney region
Hacking River Catchment is classified as the core infestation area. An exclusion zone is established for the rest of the region.	<p>Whole of region: Land managers should mitigate the risk of the plant being introduced to their land.</p> <p>Within exclusion zone: Land managers should eradicate the plant from the land and keep the land free of the plant. A person should not deal with the plant, where dealings include but are not limited to buying, selling, growing, moving, carrying or releasing the plant. Notify local control authority if found.</p> <p>Within core infestation area: Land managers should mitigate spread of the plant from their land. A person should not buy, sell, move, carry or release the plant into the environment.</p>	<p>Whole of region: Promote best practice principles to landholders, including a range of control techniques for integrated weed management. Implement quarantine and/or hygiene protocols. Monitor change in distribution.</p> <p>Within exclusion zone: Destroy all infestations and continuously suppress thereafter.</p> <p>Within core infestation area: Destroy and continuously suppress infestations where feasible. Targeted management of priority assets.</p>

Regional priority weed category – ASSET PROTECTION:

These weeds are widely distributed across the region. Their spread should be minimised to protect priority assets

Alligator weed – *Alternanthera philoxeroides*

Cat's claw creeper – *Dolichandra unguis-cati**

Cabomba – *Cabomba caroliniana***,**

Giant reed – *Arundo donax*

Green cestrum – *Cestrum parqui*

Ludwigia – *Ludwigia peruviana***

Pampas grass – *Cortaderia species*

Scotch/English Broom – *Cytisus scoparius**

Salvinia – *Salvinia molesta*

Singapore daisy – *Sphagneticola trilobata*

Water hyacinth – *Eichhornia crassipes**

*The following legislative requirement also applies: Mandatory Measure (Division 8, Clause 33):

A person must not move, import into the State or sell.

**Notify local control authority if found.

Outcomes to demonstrate compliance with general biosecurity duty

Land managers should mitigate the risk of the plant being introduced to their land.

Land managers should mitigate spread of the plant from their land.

A person should not buy, sell, move, carry or release the plant into the environment.

Strategic response in the Greater Sydney region

Implement quarantine and/or hygiene protocols.

Targeted management of priority assets.

Promote best practice weed management principles to landholders.

Land managers reduce the impact on priority assets.

Appendix 2 – City of Canada Bay Local Priority Weeds

Common name	Scientific name	Biosecurity Act requirements and strategic response in the region
African Olive	<i>Olea europaea subspecies cuspidata</i>	<p>Identify priority assets for targeted management.</p> <p>On public land weed will be strategically controlled and reduced according to available resources.</p> <p>Even if your property does not have a priority asset nearby, Council highly recommends treating the local priority weeds on your property.</p>
Asthma Weed	<i>Parietaria judaica</i>	
Balloon Vine	<i>Cardiospermum grandiflorum</i>	
Camphor Laurel	<i>Cinnamomum camphora</i>	
Cat's Claw Creeper	<i>Dolichandra unguis-cati</i>	
Fishbone Fern	<i>Nephrolepis cordifolia</i>	
Green Cestrum	<i>Cestrum parqui</i>	
Ground Asparagus	<i>Asparagus aethiopicus</i>	
Large-leaf and Small-leaf Privet	<i>Ligustrum sp.</i>	
Madeira Vine	<i>Anredera cordifolia</i>	
Morning Glory	<i>Ipomoea indica, Ipomoea cairica</i>	
Mother-of-millions	<i>Bryophyllum species</i>	
Moth Vine	<i>Araujia sericifera</i>	
Mickey Mouse Plant	<i>Ochna serrulata</i>	
Panic Veldt Grass	<i>Ehrharta</i>	
Prickly Pear	<i>Opuntia species</i>	
Senna/Cassia	<i>Senna pendula var. glabrata</i>	
Trad	<i>Tradescantia fluminensis</i>	
Turkey Rhubarb	<i>Rumex sagittatus</i>	



Local Weed Management Plan





Local Weed Management Plan

CITY OF CANADA BAY TRAFFIC COMMITTEE MEETING

AGENDA

Notice is hereby given that a City of Canada Bay Traffic Committee Meeting will be held at the:

Electronically via email

Thursday, 14 August 2025

Beginning at 9:00 AM for the purpose of considering and determining matters included in this agenda.

Table of Contents

1	WELCOME/ACKNOWLEDGEMENT OF COUNTRY	4
2	APOLOGIES	4
3	DISCLOSURES OF PECUNIARY AND NON-PECUNIARY INTEREST	4
4	CONFIRMATION OF MINUTES	4
5	REPORTS	5
Item 5.1	Queen Street and Sydney Street, North Strathfield - Proposed Temporary Changes - Sydney Water Maintenance Works.....	5
Item 5.2	Majors Bay Road, Concord, Renwick Street, Drummoyne and Links Avenue, Concord - Halloween Road Closure 2025	35
Item 5.3	Items Approved Under Temporary Delegation	111
6	GENERAL BUSINESS	112

1 WELCOME/ACKNOWLEDGEMENT OF COUNTRY

The City of Canada Bay acknowledges the Wangal clan, one of the 29 tribes of the Eora nation and the traditional custodians of this land.

The City's Council pays respect to Elders past and present and extends this respect to all Aboriginal people living in or visiting the City of Canada Bay.

2 APOLOGIES

In accordance with clauses 6.3, 6.4 and 6.5 of Council's Code of Meeting Practice, apologies must be received and accepted from absent Councillors and a leave of absence from the Council Meeting may be granted.

3 DISCLOSURES OF PECUNIARY AND NON-PECUNIARY INTEREST

In accordance with Part 16 of Council's Code of Meeting Practice, all Committee members must disclose and manage any conflicts of interest they may have in matters being considered at the meeting.

4 CONFIRMATION OF MINUTES**4.1 MINUTES OF CITY OF CANADA BAY TRAFFIC COMMITTEE MEETING HELD
10 JULY 2025**

STAFF RECOMMENDATION

That the minutes of the City of Canada Bay Traffic Committee Meeting of 10 July 2025 copies of which were previously circulated, are hereby confirmed as a true and correct record of the proceedings of that meeting.

5 REPORTS**ITEM 5.1 QUEEN STREET AND SYDNEY STREET, NORTH STRATHFIELD - PROPOSED TEMPORARY CHANGES - SYDNEY WATER MAINTENANCE WORKS****Author** Traffic and Transport Officer**Attachments:** 1. Queen Street and Sydney Street - Proposed Temporary Parking Restrictions and Speed Limit Changes**STAFF RECOMMENDATION****THAT:**

1. Sydney Water occupies approximately 25m of the parking lane on the western side of Queen Street, North Strathfield between Wellbank Street and Shipley Avenue for a period of up to 12 months to set up a compound.
2. The Mobility Parking Space (MPS) on the western side of Queen Street, North Strathfield between Wellbank Street and Shipley Avenue be temporarily relocated north of the existing location by 6m and the timed '1P' and 'No Parking' restriction be removed.
3. The bypass pipe be erected along vegetation, under/ on the existing roadway and above the footpath/ driveway at a minimum height of 2.4m along Queen Street and Sydney Street, North Strathfield.
4. A temporary '40kph' Road Works speed limit is erected in the construction areas along Queen Street, North Strathfield for the duration of the works.
5. 'No Stopping' restrictions are temporarily installed along Sydney Street, North Strathfield for the duration of the works.
6. All parking restrictions are reinstated following the completion of works.

EXECUTIVE SUMMARY

The purpose of this report is to seek the Committees' comments of the proposed temporary parking and speed limit changes along Queen Street and Sydney Street, North Strathfield to allow Sydney Water to undertake maintenance works for a period of up to 12 months.

BACKGROUND/DISCUSSION

Sydney Water in partnership with D4C have planned to undertake pipe relining works on an existing wastewater main along Queen Street and Sydney Street within the LGA of City of Canada Bay. The proposed works are planned to be completed within 12 months.

To facilitate these works the installation of a bypass pipe is required to divert flow and a power pole and pump have been installed on Queen Street between Wellbank Street and Shipley Avenue that will occupy the current parking lanes and nature strip. To ensure continued access for mobility users, the Mobility Parking Space (MPS) will be relocated north by approximately 6m with the existing timed '1P' and timed 'No Parking' restrictions to be temporarily removed. As there is currently a nearby available 'Kiss & Ride' zone, Sydney Water has proposed to provide additional wayfinding signage to redirect users.

The bypass pipe will run along the nature strip on the western side of Queen Street, starting north of Shipley Avenue and continuing to the bottom of Queen Street. The pipe will then run underground, perpendicular to Queen Street, and surface in the nature strip on eastern side of Queen Street. The pipe will then continue through the private reserve into Sydney Street and discharge into an existing manhole adjacent to the Concord Road M4 off-ramp. Due to the required barriers along Sydney Street, temporary 'No Stopping' restrictions have been imposed along the northern side to maintain adequate road width for vehicle thoroughfare.

Due to existing underground services, the pipe will be elevated over existing driveways and footpaths at a minimum height of 2.4m to maintain pedestrian and vehicle movements. Additional signage, flashing lights and improved lighting are also proposed on all overhead bypass pipes to provide additional awareness to motorists and pedestrians.

In order to carry out these works whilst maintaining the safety of the general public and on-site workers, temporary parking restrictions, additional infrastructure and speed limit changes have been proposed for the full duration of the works. The additional infrastructure includes, concave mirrors and flashing lights are proposed on approach to the pedestrian crossing at the intersection of Queen Street and Wellbank Street to further reduce vehicle speed and provide awareness of pedestrians in the vicinity, portable traffic lights with boom gates and '40kph' Road Work signage where on-road construction activities occur.

Following the completion of the works and demobilisation of the bypass pipe, all temporary parking and speed limit changes will be removed and all existing conditions reinstated.

TIMING / CONSULTATION AND / OR RISK CONSIDERATIONS

Sydney Water and D4C have undertaken all necessary communication with key stakeholders within 100m of the proposed site to obtain approval to proceed with the bypass route. All key stakeholders includes local businesses, residents, TfNSW, Sydney Trains, Sydney Metro, Transurban, Transport Management Centre and Canada Bay Council.

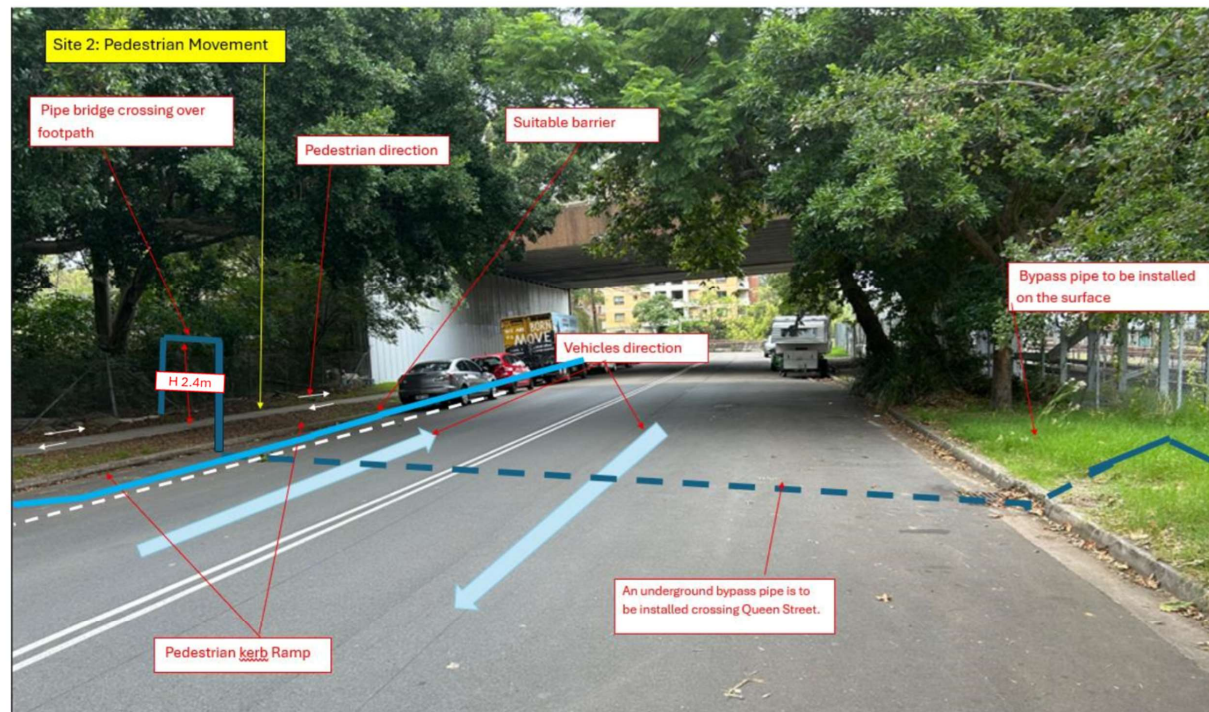
Additional risk assessment has been undertaken by qualified traffic engineers to ensure safety to the general public and on-site personnel. Any additional improvements will be communicated with all relevant stakeholders prior to implementation.

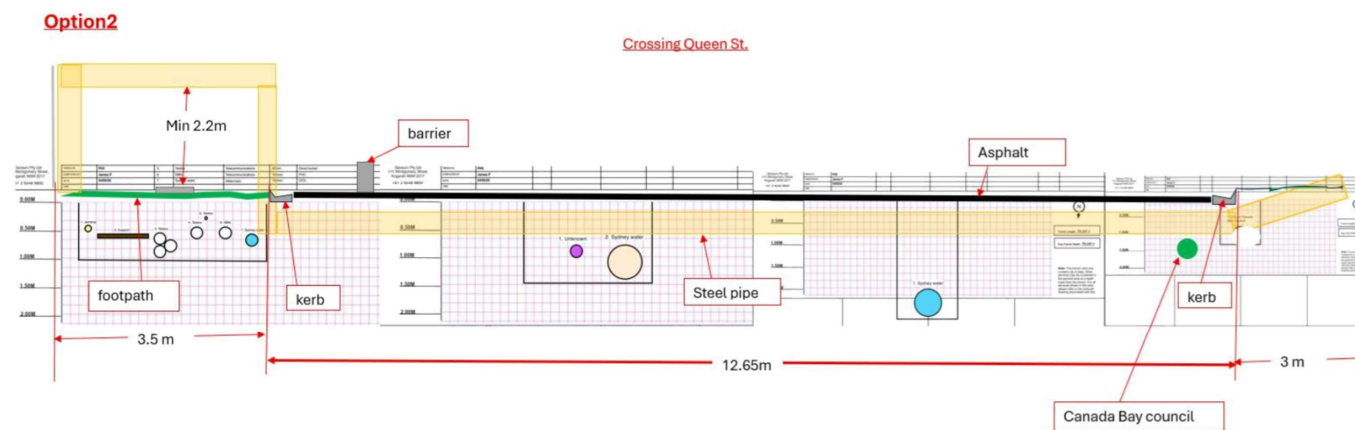
FINANCIAL CONSIDERATIONS

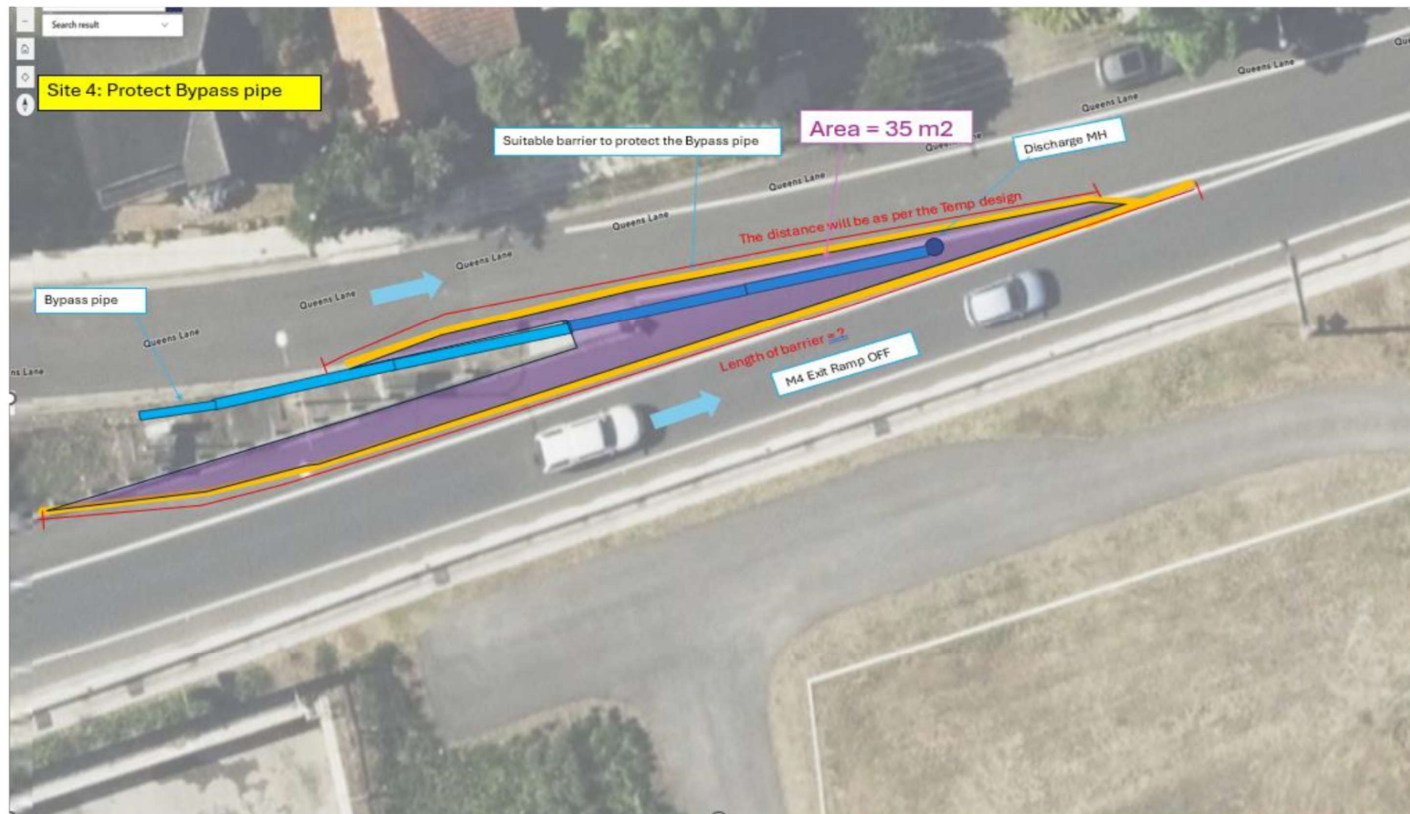
All costs associated with the implementation, maintenance, and removal of temporary traffic controls, signage, and pedestrian safety measures will be borne by D4C in partnership with Sydney Water.

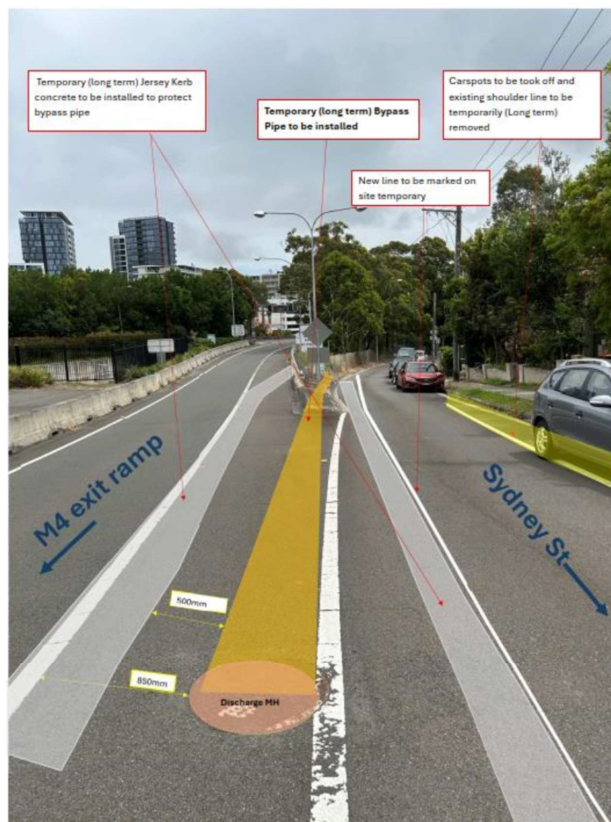



















Asset	Quantity	NSW Road Network Classification Map	TGS Modifications	TCAWS V6.1, Table 7-3: Recommended taper lengths	Pedestrian/ Cyclist Management																																																																																										
Team Leader	0		TGS Modification Information Modified by: _____ TMD Qualification No: _____ Signature: _____ Modification Date: _____ Modification Notes: _____ Note: Modifications and adjustments to a TGS must be undertaken by an appropriately qualified person and must be in accordance with the Technical Manual.	Recommended Taper Length [m] <table border="1"> <thead> <tr> <th>Speed [km/h]</th> <th>Traffic Control Taper</th> <th>Lateral Shift Taper</th> <th>Merge Taper</th> </tr> </thead> <tbody> <tr><td>45 or less</td><td>15</td><td>15</td><td>15</td></tr> <tr><td>46 to 55</td><td>15</td><td>15</td><td>30</td></tr> <tr><td>56 to 65</td><td>30</td><td>30</td><td>60</td></tr> <tr><td>66 to 75</td><td>N/A</td><td>70</td><td>115</td></tr> <tr><td>76 to 85</td><td>N/A</td><td>80</td><td>130</td></tr> <tr><td>86 to 95</td><td>N/A</td><td>90</td><td>145</td></tr> <tr><td>96 to 105</td><td>N/A</td><td>100</td><td>160</td></tr> <tr><td>Greater than 105</td><td>N/A</td><td>110</td><td>180</td></tr> </tbody> </table> Note to Table 7-3: Speed is defined as the speed [km/h] of traffic at a position in the TGS where a device is located (e.g. start of a taper). This should be one of the following, in order of preference: - The measured speed - The predicted speed of traffic - The preceding roadwork speed zone in accordance with Section 7.3 Dimension D; or - The existing posted speed limit	Speed [km/h]	Traffic Control Taper	Lateral Shift Taper	Merge Taper	45 or less	15	15	15	46 to 55	15	15	30	56 to 65	30	30	60	66 to 75	N/A	70	115	76 to 85	N/A	80	130	86 to 95	N/A	90	145	96 to 105	N/A	100	160	Greater than 105	N/A	110	180	Pedestrian/ Cyclists Management Method <input type="checkbox"/> Around <input checked="" type="checkbox"/> Past <input type="checkbox"/> Through - min 1m clearance at local constrictions - elsewhere min 2m Pedestrians to cross at Pram Ramp or other appropriate ramp i.e. driveways - Appropriate delineation devices to be used to ensure that pedestrians are able to move safely - Adequate signposts to indicate the direction of footway - Personnel may need to be positioned to guide and assist pedestrians NOTE: When choosing an appropriate crossing location the following sight conditions must be considered: - sight distance - number of lanes - traffic volumes - traffic speed - number of pedestrians Temporary footpaths must provide a clear path of travel and must be: At local constrictions, not less than 1 m width. Elsewhere a width of at least 2 m must be provided and any additional width to aid stopping sight distance to all road users. Care should be given to maintain good conditions and widths at points of concentration of pedestrians, such as in front of shops, schools at bus stops and similar.																																																						
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TCAWS V6.1, Figure 7-3: Components of a work site 		TCAWS V6.1, Table 7-10: Permitted Tolerances for positioning of signs and devices <table border="1"> <thead> <tr> <th>Tolerance</th> <th>Positioning of signs, length of taper or marking</th> <th>Spacing of delineating devices</th> </tr> </thead> <tbody> <tr> <td>Minimum</td> <td>10% less than the distances or lengths given</td> <td>Nil</td> </tr> <tr> <td>Maximum</td> <td>25% more than the distances or lengths given</td> <td>10% more than the spacing shown</td> </tr> </tbody> </table> The ITCP qualified person may vary the positioning of signs and devices provided the requirements of Section 7.10.3 Tolerances on positioning of signs and devices are met.	Tolerance	Positioning of signs, length of taper or marking	Spacing of delineating devices	Minimum	10% less than the distances or lengths given	Nil	Maximum	25% more than the distances or lengths given	10% more than the spacing shown	TCAWS V6.1, Table 5-13: Min Sight Distance <table border="1"> <thead> <tr> <th>Existing Permanent Speed [km/h]</th> <th>Positioning of signs, length of taper or marking</th> <th>Spacing of delineating devices</th> </tr> </thead> <tbody> <tr> <td>less than 105</td> <td>less than 60m</td> <td>300m</td> </tr> <tr> <td>less than 105</td> <td>greater than or equal to 60m</td> <td>L + 250m</td> </tr> <tr> <td>greater than 105</td> <td>less than 60m</td> <td>400m</td> </tr> <tr> <td>greater than 105</td> <td>greater than or equal to 60m</td> <td>L + 350m</td> </tr> </tbody> </table>	Existing Permanent Speed [km/h]	Positioning of signs, length of taper or marking	Spacing of delineating devices	less than 105	less than 60m	300m	less than 105	greater than or equal to 60m	L + 250m	greater than 105	less than 60m	400m	greater than 105	greater than or equal to 60m	L + 350m																																																																				
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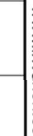
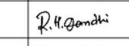


 Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	VERSION CONTROL	Ver	Date	Description	Project Information Project Name: Bypass works Project Description: Bypass pickup MH AN1320690 Project Location: 2A Queen St, North Strathfield NSW 2137 TGS No: ARG 25-0370 TGS TMP No: N/A Scale: 1:500 North Code:	TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature: Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature:	Client Information Client Logo: Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657	Page Information Review Date: 28/07/2025 Page No: 1 Total Pages: 4
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	4							

Hierarchy of Controls Framework							Risk Assessment																																																																				
Eliminate		Removing the risk of live traffic		Use of AROUND TTM methods (detours) or eliminating activities through design			Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk																																																															
Substitute		Replacing people with devices to perform the work required		Replacing workers on foot with devices, such as tractor mowing or use of PTCDs			1	TGS is designed/ implemented by unqualified person	Wrong TTM set-up designed for works/ signs and devices not correctly installed	H L3/C2	- TGSs & TMP are only designed by PWZ Qualified person and TIM set-ups are in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - TGSs are implemented by PWZ or IMP qualified person	M L5/C3																																																															
Isolate		Separating workers from traffic with a form of barrier or protection		Using PAST TTM methods including approved safety barriers			2	Traffic Control	Motorist distracted and collides with end of queue or traffic controller	VM L2/C2	- TGSs are designed & implemented by qualified personnel and are in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - appropriate sight distance is maintained - review TIM set-up if conditions have changed - conduct regular inspection in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - rectify any deficiencies as matter for urgency	M L4/C3																																																															
Engineer		Providing a physical change to protect workers		Use of TMA's, lighting or temporary portable rumble strips			3	Manual Traffic Control used instead of PTCD in high risk environment	Traffic Controller hit by vehicle	VM L2/C2	- consider use of shadow vehicles if practical, or other type of static hard cover available - ensure best possible escape route considered when allocating control point on TGS -> to be reassessed onsite continuously - ensure best line of sight where practical, should the best line of sight not be possible, repeater signs in advance warning to be used - traffic controller to always remain clear from travelled path - ensure appropriate speed signage has been installed and meets minimum and maximum length requirements	M L4/C3																																																															
Training & Admin		That rely on the road user following directions		Use of THROUGH TTM methods including cones, bollards and delineation			4	Work Area adjacent to travel lane	Motorist collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - install workman T1-5 sign if workers on road - space cones in accordance with TCAWS Manual V6.1 - check setup before commencing work - reduce speed based on lateral clearance between the work area and travel lane Consider: - using a shadow vehicle(s) with flashing lights to protect workers - using spotters with workers - using safety barriers for long term works	M L4/C3																																																															
PPE		Increasing workers visibility with PPE		High visibility clothing with retro-reflective banding			5	Lane Closure	Motorist fails to merge and collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - install merge taper length in accordance with TCAWS Manual V6.1 - install Lane Status Signs and either duplicate them on the other side of the road or 0.5D past the initial Lane Status Sign - install a 30m Safety Buffer Zone between end of taper and start of work area - check setup before commencing work - ensure appropriate sight distance for the beginning of the taper Consider: - using a shadow vehicle(s) with flashing lights to protect workers	M L4/C3																																																															
Risk Evaluation Matrix <table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Risk Ratings: Very High High Medium Low</th> <th colspan="6">CONSEQUENCE</th> </tr> <tr> <th>Insignificant</th> <th>Minor</th> <th>Moderate</th> <th>Major</th> <th>Severe</th> <th>Catastrophic</th> </tr> <tr> <th rowspan="6">LIKELIHOOD</th> <th>Almost Certain</th> <th>L1</th> <td>M</td> <td>H</td> <td>H</td> <td>VH</td> <td>VH</td> <td>VH</td> </tr> <tr> <th>Very Likely</th> <th>L2</th> <td>M</td> <td>M</td> <td>H</td> <td>H</td> <td>VH</td> <td>VH</td> </tr> <tr> <th>Likely</th> <th>L3</th> <td>L</td> <td>M</td> <td>M</td> <td>H</td> <td>H</td> <td>VH</td> </tr> <tr> <th>Unlikely</th> <th>L4</th> <td>L</td> <td>L</td> <td>M</td> <td>M</td> <td>H</td> <td>H</td> </tr> <tr> <th>Very Unlikely</th> <th>L5</th> <td>L</td> <td>L</td> <td>L</td> <td>M</td> <td>M</td> <td>H</td> </tr> <tr> <th>Almost Unprecedented</th> <th>L6</th> <td>L</td> <td>L</td> <td>L</td> <td>L</td> <td>M</td> <td>M</td> </tr> </thead></table>							Risk Ratings: Very High High Medium Low		CONSEQUENCE						Insignificant	Minor	Moderate	Major	Severe	Catastrophic	LIKELIHOOD	Almost Certain	L1	M	H	H	VH	VH	VH	Very Likely	L2	M	M	H	H	VH	VH	Likely	L3	L	M	M	H	H	VH	Unlikely	L4	L	L	M	M	H	H	Very Unlikely	L5	L	L	L	M	M	H	Almost Unprecedented	L6	L	L	L	L	M	M	6	Side Roads	Motorist enters work site from side road and collides with workers	H L2/C4	Always: - always install advanced warning signs for motorists entering from side roads in advance of work area - Speed Limit signs must be erected where traffic enters from a side road within a roadworks speed zone	M L4/C4
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7	Roadwork Speed Zones	Motorist disobeying the posted RW Speed Zone and travel too fast for the site conditions and cause a MVA	VM L2/C2	- Ensure speed zones are designed in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - Ensure speed zoning is consistent with the work activity, location of work area and road environment. - Consider the use of VSLs or RASS to monitor traffic speeds and advise motorists. - Review the TGS and adjust where possible to achieve speed zone compliance as per TCAWS Manual V6.1 - Sec 4.5.7	M L4/C3																																																																						
8	Lane Closure & Poor sight distance/ Speed compliance/ Approach speed > 85km/h/ Multi lane roads with traffic volume > 10,000vpd	Not enough reaction time due to speeding/ poor sight distance/ large traffic volumes, motorist fails to merge and collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - Install "RW 1km Ahead" if approach speed is > 85km/h or sight distance is less than 150m - Use 700mm cones where traffic speed is greater than 75km/h - Use 900mm cones on high speed to high volume roads (e.g., expressway) or on any work site where increased visibility is required from start of 1st Lane Status sign -> On multi-lane roads where there is no room for duplicate signs on medians, consideration should be given to placing supplementary signs on the left hand side.	M L4/C3																																																																						
9	Night Works	Due to poor visibility of road/ work site, worker/ Traffic Controllers motorist collides with end of queue, worker, vehicle or plant	VM L2/C2	Consider providing portable lighting to ensure traffic controllers are visible and ensure the positions of any temporary lighting are clearly shown on the TGS - Always use applicable PPE for the conditions	M L4/C3																																																																						

* serious injury or illness is defined by the WHS Act section 36

 AAR Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	Ver	Date	Description	Project Information Project Name: Bypass works Project Description: Bypass pickup MH AN1320690 Project Location: 2A Queen St, North Strathfield NSW 2137	TGS No: ARG 25-0370 TGS TMP No: N/A Scale: 1:500 North Code: 	TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature:  Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature: 	Client Information Client Logo:  Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657	Page Information Review Date: 28/07/2025 Page No: 2 Total Pages: 4
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	4							

Risk Assessment						Notes			
Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk				
10	Changed traffic conditions (eg no line marking, changed line marking, forbidden turning movements, detours)	Motorist confused due to lack/ change of line marking, attempts forbidden turning movement causing MVA	H L2/C3	Always: - install RWA (T1-1) sign when traffic conditions change - install delineation or temp. line marking which has to be clearly visible in TGS - use traffic control to manage changed traffic conditions where required - check set-up before commencing work and during - install RW Speed Zone if conditions call of it which suit the road conditions Consider: - use VMSs	M L4/C4	<p>Site Specific Notes</p> <ol style="list-style-type: none"> Traffic Controllers have to ensure that signs that are not needed for aftercare TGSs are covered as per TINSW - TCAWS V6.1 - Sec. 7.10.1 The speed of traffic SHALL be reduced to 40 km/h when workers on foot are closer than 1.5m to traffic as per TINSW - TCAWS V6.1 - Sec. 4.3.5, Table 4-3. A PTCD sign relevant to the device used, such as Boom Barrier symbolic (T1-272n) or Signals symbolic sign (T1-30), or a Traffic Controller symbolic sign (T1-34) must be used to give advance warning of the presence of traffic control. A PREPARE TO STOP (T1-18) sign must also be used when traffic is required to stop at the traffic control location. The above signs must only be used when the traffic control is in operation and must be removed or covered up when traffic control is discontinued or during breaks, such as lunch as per TINSW - TCAWS V6.1 - Sec. 5.4.3, Table 5-11. Access to local businesses and driveways will be maintained during works. Unless otherwise shown on the TGS(s) and site specific notes. It is the Principal Contractors responsibility to seek permission prior to blocking public and private access. Access to bus stops to be maintained whenever possible. Any impact to bus services such as bus stops within the TM or the closure of bus lanes require the approval of the relevant bus companies. Standard (700mm) cones must be positioned at a maximum spacing of 4m on approach to a traffic controller position (centerline or edge line) as per TINSW - TCAWS V6.1 - Sec. 6.2.5, Table 6-2. Signs should be duplicated for all lane status signs regardless of the vpd as per TINSW - TCAWS V6.1 - Sec. 6.5.6 and all speed zone signs as per TINSW - TCAWS V6.1 - Sec. 4.5.5 As per TINSW - TCAWS V6.1 - Sec. 4.6.3 where the maximum queue length can be predicted in advance, the primary PREPARE TO STOP sign must be located such that the distance from this sign to the end of the queue is not less than D, see Figure 4-4. The B size PREPARE TO STOP sign should be used in this application. The distance may need to be adjusted if the queue length proves to be underestimated. If the primary PREPARE TO STOP sign needs to be placed more than 4D, approximately 15 seconds of travel time from the control point, repeater PREPARE TO STOP signs at intervals of not more than 4D should be provided between that point and the control point to provide for conditions after the queue has dispersed. In any relocation of the primary PREPARE TO STOP sign, the distance D to the roadwork ahead sign must be maintained. A minimum lane width of 3m have to be maintained for traffic speeds < 65km/h In accordance with Section 8.2 Record keeping of TM documentation, roadwork speed zones must be inspected and associated documentation examined on a regular basis. The ITCP qualified person must ensure that speed restriction signs are properly erected, conflicting signs are covered and advance signs are in place, when inspecting the traffic control on the site. <p>Implementation Instructions</p> <p>Before work commences, signs and devices at the approaches to and within the work area SHALL be implemented in accordance with the approved Traffic Guidance Schemes and the Traffic Control Companies Safe Work Method Statements, in the following sequence:</p> <ol style="list-style-type: none"> Traffic Controllers implementing signage are to ensure all signage is available for implementation prior to shift. Signs & devices in side streets leading into the works are to be implemented first. Where required, detours are to be in place before commencing any closures. All signage on arterial and main road alignments to be implemented with the flow of traffic. Signs are to be implemented in all non affected lane(s) first and all conflicting signs are to be covered. Signs in the affected lane to be implemented: Taper, Speed Reduction, Safety buffer (if applicable), and Delineation to be implemented with the traffic flow. Conflicting signs to be covered in process. Ensure signs & devices are correct before works commence. Once works have finished, Traffic Control are to pick up delineation and tapers in reverse. Then pick up advance warning signs with the flow of traffic. A TGS must be installed, maintained and removed in a planned and safe manner. The implementation of a TGS must only be undertaken by an IMP qualified person. [TINSW - TCAWS V6.1 - Sec. 7.10.1] Signs and traffic control devices must be installed in a sequence via GPS, survey, landmarks, side streets or chainage in accordance with TCAWS V6.1 - Sec. 6.4 and AGITM Sec. 6.2 An implementation TGS should be provided if the risk of implementation is deemed high. The sequence of implementation should be determined as part of the drafting process in TGS or SWMS, rather than being determined on-site. [TINSW - TCAWS V6.1 - Sec. 7.10.2] <p>General Notes</p> <ol style="list-style-type: none"> The designer of the TGS must hold a current PWZ qualification issued by Safe Work NSW The TGS must be prepared in accordance with TINSW - TCAWS V6.1 (issued on 28 Feb 2022). Any departures in situations were the min. requirements contained in the TCAWS are not achievable, or are not achieving the required level of risk management must be documented as per Sec. 2.8. The TGS MUST be read in conjunction with the associated risk assessment. It is the clients responsibility to have all necessary permits on site before commencing works. The TGS SHALL ONLY be implemented by either an "Implements Traffic Control Plan" ITCP or "Prepare Work Zone Traffic Management Plan" PWZIMP qualified person. Before the commencement of works, a toolbox talk needs to be held. A "TM Inspection checklist" must be filled out prior to the implementation of the TGS and a "Post site inspection confirmation" must be filled out after the completion of works as per TINSW - TCAWS V6.1 - Appendix E3 & E4. Traffic Controllers need to identify and make note of escape routes prior to the commencement of works. Hand held UHF radios are to be utilized where required to communicate between traffic control & site vehicles. The Principal contractor has to notify local Emergency Services prior to the commencement of works. Traffic Controllers have to ensure that the ROL (if required) has been activated prior to each shift and deactivated once shift has ended via the TMC web app. Advance signs SHALL be mounted at a minimum height of 200mm displayed as prominently as possible by selecting the longitudinal location of the sign for best sight distance for approaching traffic. Signs continuously required for works which will be in progress for periods longer than 2 weeks should be erected in a permanent manner, e.g. on posts sunk into the ground, and duplicated on the right side of the road. Traffic volumes should be monitored throughout the implementation of the TGS(s). In the event queue lengths become unmanageable, works should cease if possible and traffic cleared before recommencing. <p>Pedestrian and Cyclist Management</p> <p>All pedestrian & cyclist control measures, for the duration of the construction works will be monitored as required for effectiveness & improvements. Appropriate warning signage and directional signage will be in place and monitored throughout the works as per the provided TGS's attached to this document. Where current documented control measures are ineffective, A PWZIMP qualified person(s) should be contacted to suggest changes.</p> <p>Adjustment & Modification of TGS</p> <p>IMP Qualification Holders:</p> <p>ITCP qualified person must ensure that the TGS is implemented as approved. Minor adjustments can be completed in accordance with TINSW - TCAWS V6.1 - Sec. 7.10.3. Modifications will be recorded on the TGS checklist and a signed copy will be available on-site.</p> <p>PWZ Qualification Holders:</p> <p>- Modifications to a Site Specific TGS must be approved by a PWZIMP holder or another relevant qualification holder. Modifications must be supported by a TMP or risk assessment to ensure that all site-specific conditions and risks have been considered and mitigation measurements identified and implemented in the TGSs</p> <p>- If risk is identified during the implementation of the TGS and requires modification outside of the tolerance, works must be stopped until an updated TGS is drafted and approved by a PWZ qualified person prior to works recommencing. [TINSW - TCAWS V6.1 - Sec. 7.10.4]</p> <p>- Any anomalies or inconsistencies found in the TGSs being used must be recorded and reported back to the PWZ qualified TGS designer.</p>			
11	Weather Conditions - rains - wind - fog - snow	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - monitor weather and traffic - check setup to ensure signs are visible on a regular basis. If visibility has been obstructed, consider shifting signs, duplicate, or repeat. Consider: - additional advance warning signage - liaise with client to reconsider stop works and postpone then until weather conditions have eased	M L3/C4				
12	Delays due to queued traffic beyond advanced warning signs	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - work in accordance with the approved Permit/ ROL - use two-way communication with trucks and give them priority whenever possible - monitor queue lengths - install additional signs or use additional traffic controllers or stop work and clear traffic if end of queue extends beyond the advance warning signs as per TCAWS V6.1, Sec. 4.6.3: End-of-Queue Management - give emergency vehicles & wide loads priority (i.e. stop work & traffic) Consider: - working outside peak periods - liaising with TMC for assistance with traffic signal phasing - using VMS's - notifying emergency services - use of flashing beacon to be added to advance warning signage - use of queue monitors - ensure TGS has been designed to cater for the predicted queue lengths where required.	M L4/C3				
13	After Care	Inadequate signage resulting in motorist losing control and crashing or motorist becomes frustrated due to inappropriate signage	H L2/C3	Always: - install RWA (T1-1) if diverting traffic along a sidetrack, detour, or unexpected conditions, such as loose stones or the absence of line marking - cover any signs that are not applicable - erect condition signs as per TCAWS V6.1, Sec. 7.7.5: Aftercare - aftercare speed limit to suit road conditions	M L3/C4				
14	Pedestrians & Cyclists	Pedestrian and/or cyclist enters the work area or travel lane and get hit by motorist or plant	VH L1/C3	Always: - ensure TGS design caters for all road users including pedestrians and cyclists. - always clearly delineate the work area - do not obstruct pedestrian and cyclists travel paths with traffic control signs and devices. - consider the use of additional warning and guidance signage for pedestrians, cyclists and motorists. - comply with shoulder and lane width criteria in the design of the TGS. - Ensure the use of existing or temporary ramps for crossing points. - undertake consultation to determine existing travel paths, desire lines, volumes, and types of users Consider: - use of traffic control at crossing points especially where contra-flow arrangements are in place - use of additional traffic controllers to monitor and assist pedestrian and cyclist movements where required	M L4/C3				
15	Construction Vehicle Movements/ Plant Movements	Construction vehicle/ Plant collides with motorist, workers, traffic controller or other construction vehicle/ plant	H L3/C3	Always: - ensure communication between drivers & traffic controllers via radio - construction vehicles/ plants have to give way to pedestrians, cyclists and live traffic - construction vehicles are only allowed to enter & leave site via "left in, left out" movements, where not possible Traffic controllers have to manage construction vehicles/ plants entering & leaving the site Consider: - using Traffic Control and/or Spotters to manage work vehicles - internal vehicle movement plan	M L3/C4				




 AQR Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	VERSION CONTROL	Ver	Date	Description	Project Information	Project Name:	TGS No:	TGS Verification/ Review Information	Designed by:	Ronak Gandhi	Client Information	Client Logo:		Review Date:	28/07/2025	
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		3							Reviewed by:	Franziska Mueller						
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5					Scale:	1:500	North Code:		Signature:		Contact Name:	S. Yako				
					Project Location:	2A Queen St, North Strathfield NSW 2137				Contact No.:	0458 166 657					

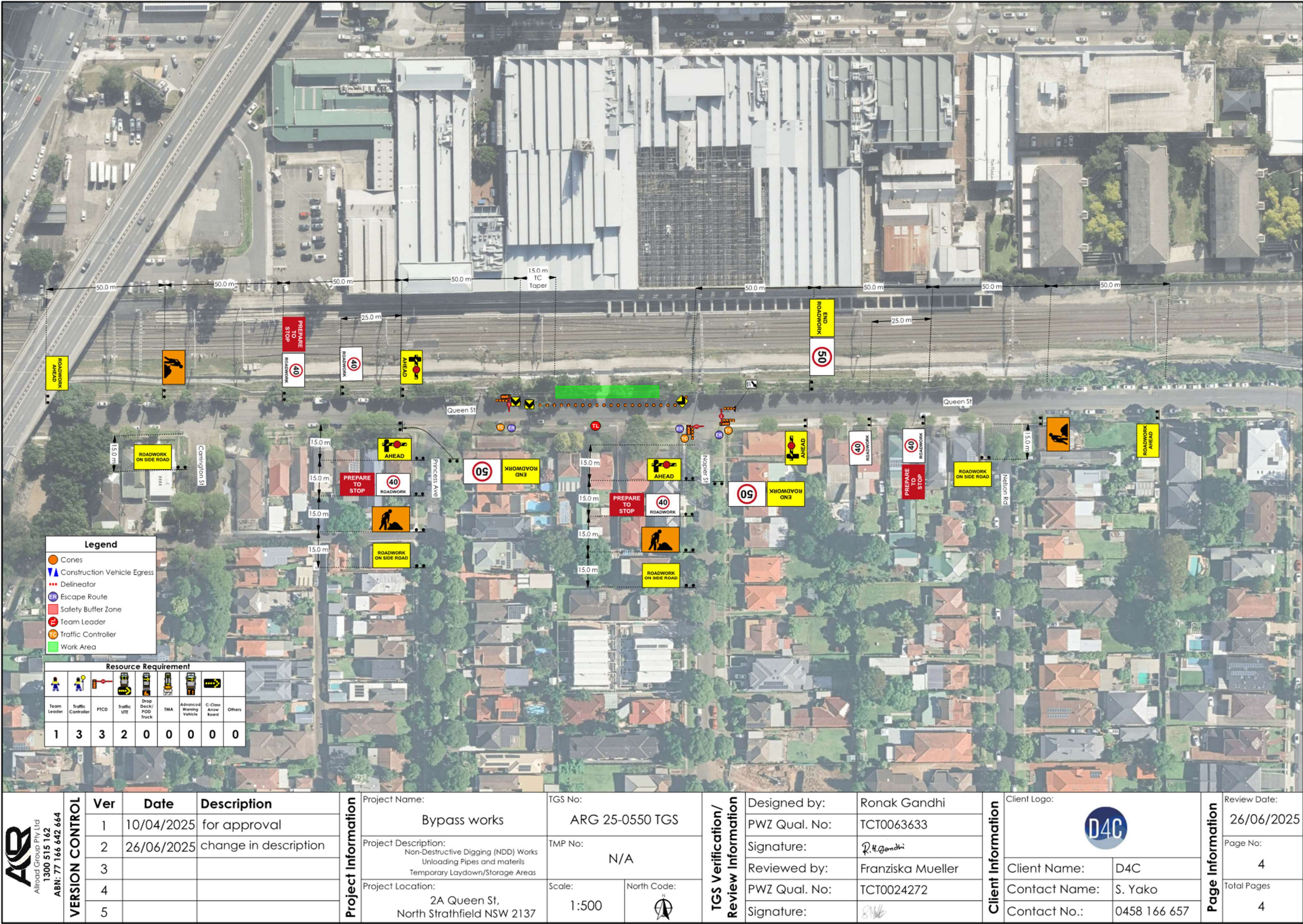


Asset	Quantity	NSW Road Network Classification Map	TGS Modifications	TCAWS V6.1, Table 7-3: Recommended taper lengths	Pedestrian/ Cyclist Management																																																																																																										
Team Leader	1		TGS Modification Information Modified by: _____ TMD Qualification No: _____ Signature: _____ Modification Date: _____ Modification Notes: _____ Note: Modifications and adjustments to a TGS must be undertaken by an appropriately qualified person and must be in accordance with the Technical Manual.	Recommended Taper Length [m] <table border="1"> <thead> <tr> <th>Speed [km/h]</th> <th>Traffic Control Taper</th> <th>Lateral Shift Taper</th> <th>Merge Taper</th> </tr> </thead> <tbody> <tr><td>45 or less</td><td>15</td><td>15</td><td>15</td></tr> <tr><td>46 to 55</td><td>15</td><td>15</td><td>30</td></tr> <tr><td>56 to 65</td><td>30</td><td>30</td><td>60</td></tr> <tr><td>66 to 75</td><td>N/A</td><td>70</td><td>115</td></tr> <tr><td>76 to 85</td><td>N/A</td><td>80</td><td>130</td></tr> <tr><td>86 to 95</td><td>N/A</td><td>90</td><td>145</td></tr> <tr><td>96 to 105</td><td>N/A</td><td>100</td><td>160</td></tr> <tr><td>Greater than 105</td><td>N/A</td><td>110</td><td>180</td></tr> </tbody> </table> Note to Table 7-3: Speed is defined as the speed [km/h] of traffic at a position in the TGS where a device is located (e.g. start of a taper). This should be one of the following, in order of preference: - The measured speed - The predicted speed of traffic - The preceding roadwork speed zone in accordance with Section 7.3 Dimension D; or - The existing posted speed limit	Speed [km/h]	Traffic Control Taper	Lateral Shift Taper	Merge Taper	45 or less	15	15	15	46 to 55	15	15	30	56 to 65	30	30	60	66 to 75	N/A	70	115	76 to 85	N/A	80	130	86 to 95	N/A	90	145	96 to 105	N/A	100	160	Greater than 105	N/A	110	180	Pedestrian/ Cyclists Management Method <input type="checkbox"/> Around <input checked="" type="checkbox"/> Past <input type="checkbox"/> Through 																																																																						
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86 to 95	N/A		90	145																																																																																																											
96 to 105	N/A		100	160																																																																																																											
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VERSION CONTROL 1300 515 162 ABN: 77 166 642 664	Ver	Date	Description	Project Information Project Name: Bypass works Project Description: Non-Destructive Digging (NDD) Works Unloading Pipes and materials Temporary Laydown/Storage Areas Project Location: 2A Queen St, North Strathfield NSW 2137	TGS No:	ARG 25-0552 TGS		TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature: <i>R. Gandhi</i> Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature: <i>F. Mueller</i>	Client Information Client Logo: Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657	Page Information Review Date: 26/06/2025 Page No: 2 Total Pages 4																																																																					
	1	10/04/2025	for approval		TMP No:	N/A																																																																									
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Risk Assessment						Notes			
Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk				
10	Changed traffic conditions (eg no line marking, changed line marking, forbidden turning movements, detours)	Motorist confused due to lack/ change of line marking, attempts forbidden turning movement causing MVA	H L2/C3	Always: - install RWA (T1-1) sign when traffic conditions change - install delineation or temp. line marking which has to be clearly visible in TGS - use traffic control to manage changed traffic conditions where required - check set-up before commencing work and during - install RW Speed Zone if conditions call of it which suit the road conditions Consider: - use VMSs	M L4/C4	<p>Site Specific Notes</p> <ol style="list-style-type: none"> Traffic Controllers have to ensure that signs that are not needed for aftercare TGSs are covered as per TINSW - TCAWS V6.1 - Sec. 7.10.1 The speed of traffic SHALL be reduced to 40 km/h when workers on foot are closer than 1.5m to traffic as per TINSW - TCAWS V6.1 - Sec. 4.3.5, Table 4-3. A PTCD sign relevant to the device used, such as Boom Barrier symbolic (T1-272n) or Signals symbolic sign (T1-30), or a Traffic Controller symbolic sign (T1-34) must be used to give advance warning of the presence of traffic control. A PREPARE TO STOP (T1-18) sign must also be used when traffic is required to stop at the traffic control location. The above signs must only be used when the traffic control is in operation and must be removed or covered up when traffic control is discontinued or during breaks, such as lunch as per TINSW - TCAWS V6.1 - Sec. 5.4.3, Table 5-11. Access to local businesses and driveways will be maintained during works. Unless otherwise shown on the TGS(s) and site specific notes. It is the Principal Contractors responsibility to seek permission prior to blocking public and private access. Access to bus stops to be maintained whenever possible. Any impact to bus services such as bus stops within the TM or the closure of bus lanes require the approval of the relevant bus companies. Standard (700mm) cones must be positioned at a maximum spacing of 4m on approach to a traffic controller position (centerline or edge line) as per TINSW - TCAWS V6.1 - Sec. 6.2.5, Table 6-2. Signs should be duplicated for all lane status signs regardless of the vpd as per TINSW - TCAWS V6.1 - Sec. 6.5.6 and all speed zone signs as per TINSW - TCAWS V6.1 - Sec. 4.5.5 As per TINSW - TCAWS V6.1 - Sec. 4.6.3 where the maximum queue length can be predicted in advance, the primary PREPARE TO STOP sign must be located such that the distance from this sign to the end of the queue is not less than D, see Figure 4-4. The B size PREPARE TO STOP sign should be used in this application. The distance may need to be adjusted if the queue length proves to be underestimated. If the primary PREPARE TO STOP sign needs to be placed more than 4D, approximately 15 seconds of travel time from the control point, repeater PREPARE TO STOP signs at intervals of not more than 4D should be provided between that point and the control point to provide for conditions after the queue has dispersed. In any relocation of the primary PREPARE TO STOP sign, the distance D to the roadwork ahead sign must be maintained. A minimum lane width of 3m have to be maintained for traffic speeds < 65km/h In accordance with Section 8.2 Record keeping of ITM documentation, roadwork speed zones must be inspected and associated documentation examined on a regular basis. The ITCP qualified person must ensure that speed restriction signs are properly erected, conflicting signs are covered and advance signs are in place, when inspecting the traffic control on the site. <p>Implementation Instructions</p> <p>Before work commences, signs and devices at the approaches to and within the work area SHALL be implemented in accordance with the approved Traffic Guidance Schemes and the Traffic Control Companies Safe Work Method Statements, in the following sequence:</p> <ol style="list-style-type: none"> Traffic Controllers implementing signage are to ensure all signage is available for implementation prior to shift. Signs & devices in side streets leading into the works are to be implemented first. Where required, detours are to be in place before commencing any closures. All signage on arterial and main road alignments to be implemented with the flow of traffic. Signs are to be implemented in all non affected lane(s) first and all conflicting signs are to be covered. Signs in the affected lane to be implemented: Taper, Speed Reduction, Safety buffer (if applicable), and Delineation to be implemented with the traffic flow. Conflicting signs to be covered in process. Ensure signs & devices are correct before works commence. Once works have finished, Traffic Control are to pick up delineation and taper's in reverse. Then pick up advance warning signs with the flow of traffic. A TGS must be installed, maintained and removed in a planned and safe manner. The implementation of a TGS must only be undertaken by an IMP qualified person, [TINSW - TCAWS V6.1 - Sec. 7.10.1] Signs and traffic control devices must be installed in a sequence via GPS, survey, landmarks, side streets or chainage in accordance with TCAWS V6.1 - Sec. 6.4 and AGITM Sec. 6.2 An implementation TGS should be provided if the risk of implementation is deemed high. The sequence of implementation should be determined as part of the drafting process in TGS or SWMS, rather than being determined on-site. [TINSW - TCAWS V6.1 - Sec. 7.10.2] <p>General Notes</p> <ol style="list-style-type: none"> The designer of the TGS must hold a current PWZ qualification issued by Safe Work NSW The TGS must be prepared in accordance with TINSW - TCAWS V6.1 (issued on 28 Feb 2022). Any departures in situations were the min. requirements contained in the TCAWS are not achievable, or are not achieving the required level of risk management must be documented as per Sec. 2.8. The TGS MUST be read in conjunction with the associated risk assessment. It is the clients responsibility to have all necessary permits on site before commencing works. The TGS SHALL ONLY be implemented by either an "Implements Traffic Control Plan" ITCP or "Prepare Work Zone Traffic Management Plan" PWZTMP qualified person. Before the commencement of works, a toolbox talk needs to be held. A "TM Inspection Checklist" must be filled out prior to the implementation of the TGS and a "Post site inspection confirmation" must be filled out after the completion of works as per TINSW - TCAWS V6.1 - Appendix E3 & E4. Traffic Controllers need to identify and make note of escape routes prior to the commencement of works. Hand held UHF radios are to be utilized where required to communicate between traffic control & site vehicles. The Principal contractor has to notify local Emergency Services prior to the commencement of works. Traffic Controllers have to ensure that the ROL (if required) has been activated prior to each shift and deactivated once shift has ended via the TMC web app. Advance signs SHALL be mounted at a minimum height of 200mm displayed as prominently as possible by selecting the longitudinal location of the sign for best sight distance for approaching traffic. Signs continuously required for works which will be in progress for periods longer than 2 weeks should be erected in a permanent manner, e.g. on posts sunk into the ground, and duplicated on the right side of the road. Traffic volumes should be monitored throughout the implementation of the TGS(s). In the event queue lengths become unmanageable, works should cease if possible and traffic cleared before recommencing. <p>Pedestrian and Cyclist Management</p> <p>All pedestrian & cyclist control measures, for the duration of the construction works will be monitored as required for effectiveness & improvements. Appropriate warning signage and directional signage will be in place and monitored throughout the works as per the provided TGS's attached to this document. Where current documented control measures are ineffective, A PWZTMP qualified person(s) should be contacted to suggest changes.</p> <p>Adjustment & Modification of TGS</p> <p>IMP Qualification Holders:</p> <p>ITCP qualified person must ensure that the TGS is implemented as approved. Minor adjustments can be completed in accordance with TINSW - TCAWS V6.1 - Sec. 7.10.3. Modifications will be recorded on the TGS checklist and a signed copy will be available on-site.</p> <p>PWZ Qualification Holders:</p> <p>- Modifications to a Site Specific TGS must be approved by a PWZTMP holder or another relevant qualification holder. Modifications must be supported by a TMP or risk assessment to ensure that all site-specific conditions and risks have been considered and mitigation measurements identified and implemented in the TGSs</p> <p>- If risk is identified during the implementation of the TGS and requires modification outside of the tolerance, works must be stopped until an updated TGS is drafted and approved by a PWZ qualified person prior to works recommencing. [TINSW - TCAWS V6.1 - Sec. 7.10.4]</p> <p>- Any anomalies or inconsistencies found in the TGSs being used must be recorded and reported back to the PWZ qualified TGS designer.</p>			
11	Weather Conditions - rains - wind - fog - snow	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - monitor weather and traffic - check setup to ensure signs are visible on a regular basis. If visibility has been obstructed, consider shifting signs, duplicate, or repeat. Consider: - additional advance warning signage - liaise with client to reconsider stop works and postpone then until weather conditions have eased	M L3/C4				
12	Delays due to queued traffic beyond advanced warning signs	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - work in accordance with the approved Permit/ ROL - use two-way communication with trucks and give them priority whenever possible - monitor queue lengths - install additional signs or use additional traffic controllers or stop work and clear traffic if end of queue extends beyond the advance warning signs as per TCAWS V6.1, Sec. 4.6.3: End-of-Queue Management - give emergency vehicles & wide loads priority (i.e. stop work & traffic) Consider: - working outside peak periods - liaising with TMC for assistance with traffic signal phasing - using VMS's - notifying emergency services - use of flashing beacon to be added to advance warning signage - use of queue monitors - ensure TGS has been designed to cater for the predicted queue lengths where required.	M L4/C3				
13	After Care	Inadequate signage resulting in motorist losing control and crashing or motorist becomes frustrated due to inappropriate signage	H L2/C3	Always: - install RWA (T1-1) if diverting traffic along a sidetrack, detour, or unexpected conditions, such as loose stores or the absence of line marking - cover any signs that are not applicable - erect condition signs as per TCAWS V6.1, Sec. 7.7.5: Aftercare - aftercare speed limit to suit road conditions	M L3/C4				
14	Pedestrians & Cyclists	Pedestrian and/or cyclist enters the work area or travel lane and get hit by motorist or plant	VH L1/C3	Always: - ensure TGS design caters for all road users including pedestrians and cyclists. - always clearly delineate the work area - do not obstruct pedestrian and cyclists travel paths with traffic control signs and devices. - consider the use of additional warning and guidance signage for pedestrians, cyclists and motorists. - comply with shoulder and lane width criteria in the design of the TGS. - Ensure the use of existing or temporary ramps for crossing points. - undertake consultation to determine existing travel paths, desire lines, volumes, and types of users Consider: - use of traffic control at crossing points especially where contra-flow arrangements are in place - use of additional traffic controllers to monitor and assist pedestrian and cyclist movements where required	M L4/C3				
15	Construction Vehicle Movements/ Plant Movements	Construction vehicle/ Plant collides with motorist, workers, traffic controller or other construction vehicle/ plant	H L3/C3	Always: - ensure communication between drivers & traffic controllers via radio - construction vehicles/ plants have to give way to pedestrians, cyclists and live traffic - construction vehicles are only allowed to enter & leave site via "left in, left out" movements, where not possible Traffic controllers have to manage construction vehicles/ plants entering & leaving the site Consider: - using Traffic Control and/or Spotters to manage work vehicles - internal vehicle movement plan	M L3/C4				

 Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	VERSION CONTROL	Ver	Date	Description	Project Information	Project Name:	TGS No:		TGS Verification/ Review Information	Designed by:	Ronak Gandhi	Client Information	Client Logo:		Review Date:	26/06/2025	Page Information	Page No:	3	www.innovation.com
		1	10/04/2025	for approval		Bypass works	ARG 25-0552 TGS	PWZ Qual. No:		TCT0063633	Client Name:		D4C		Total Pages	4				
		2	26/06/2025	change in description		Project Description:	TMP No:	Signature:		<i>R. Gandhi</i>	Contact Name:		S. Yako							
		3				Non-Destructive Digging (NDD) Works Unloading Pipes and materials Temporary Laydown/Storage Areas	N/A	Reviewed by:		Franziska Mueller	Contact No.:		0458 166 657							
		4				Project Location:	Scale:	North Code:		PWZ Qual. No:	TCT0024272									
5			2A Queen St, North Strathfield NSW 2137	1:500		Signature:	<i>[Signature]</i>													



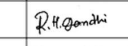




Asset	Quantity	NSW Road Network Classification Map	TGS Modifications	TCAWS V6.1, Table 7-3: Recommended taper lengths	Pedestrian/ Cyclist Management																																																																															
Team Leader	1		TGS Modification Information Modified by: _____ TMD Qualification No: _____ Signature: _____ Modification Date: _____ Modification Notes: _____ Note: Modifications and adjustments to a TGS must be undertaken by an appropriately qualified person and must be in accordance with the Technical Manual.	Recommended Taper Length [m] <table border="1"> <thead> <tr> <th>Speed [km/h]</th> <th>Traffic Control Taper</th> <th>Lateral Shift Taper</th> <th>Merge Taper</th> </tr> </thead> <tbody> <tr><td>45 or less</td><td>15</td><td>15</td><td>15</td></tr> <tr><td>46 to 55</td><td>15</td><td>15</td><td>30</td></tr> <tr><td>56 to 65</td><td>30</td><td>30</td><td>60</td></tr> <tr><td>66 to 75</td><td>N/A</td><td>70</td><td>115</td></tr> <tr><td>76 to 85</td><td>N/A</td><td>80</td><td>130</td></tr> <tr><td>86 to 95</td><td>N/A</td><td>90</td><td>145</td></tr> <tr><td>96 to 105</td><td>N/A</td><td>100</td><td>160</td></tr> <tr><td>Greater than 105</td><td>N/A</td><td>110</td><td>180</td></tr> </tbody> </table> Note to Table 7-3: Speed is defined as the speed [km/h] of traffic at a position in the TGS where a device is located (e.g. start of a taper). This should be one of the following, in order of preference: - The measured speed - The predicted speed of traffic - The preceding roadwork speed zone in accordance with Section 7.3 Dimension D; or - The existing posted speed limit	Speed [km/h]	Traffic Control Taper	Lateral Shift Taper	Merge Taper	45 or less	15	15	15	46 to 55	15	15	30	56 to 65	30	30	60	66 to 75	N/A	70	115	76 to 85	N/A	80	130	86 to 95	N/A	90	145	96 to 105	N/A	100	160	Greater than 105	N/A	110	180	Pedestrian/ Cyclists Management Method <input type="checkbox"/> Around <input checked="" type="checkbox"/> Past <input type="checkbox"/> Through - min 1m clearance at local constrictions - elsewhere min 2m Pedestrians to cross at Pram Ramp or other appropriate ramp i.e. driveways - Appropriate delineation devices to be used to ensure that pedestrians are able to move safely - Adequate signposts to indicate the direction of footway - Personnel may need to be positioned to guide and assist pedestrians NOTE: When choosing an appropriate crossing location the following sight conditions must be considered: - sight distance - number of lanes - traffic volumes - traffic speed - number of pedestrians Temporary footpaths must provide a clear path of travel and must be: At local constrictions, not less than 1 m width. Elsewhere a width of at least 2 m must be provided and any additional width to aid stopping sight distance to all road users. Care should be given to maintain good conditions and widths at points of concentration of pedestrians, such as in front of shops, schools at bus stops and similar.																																											
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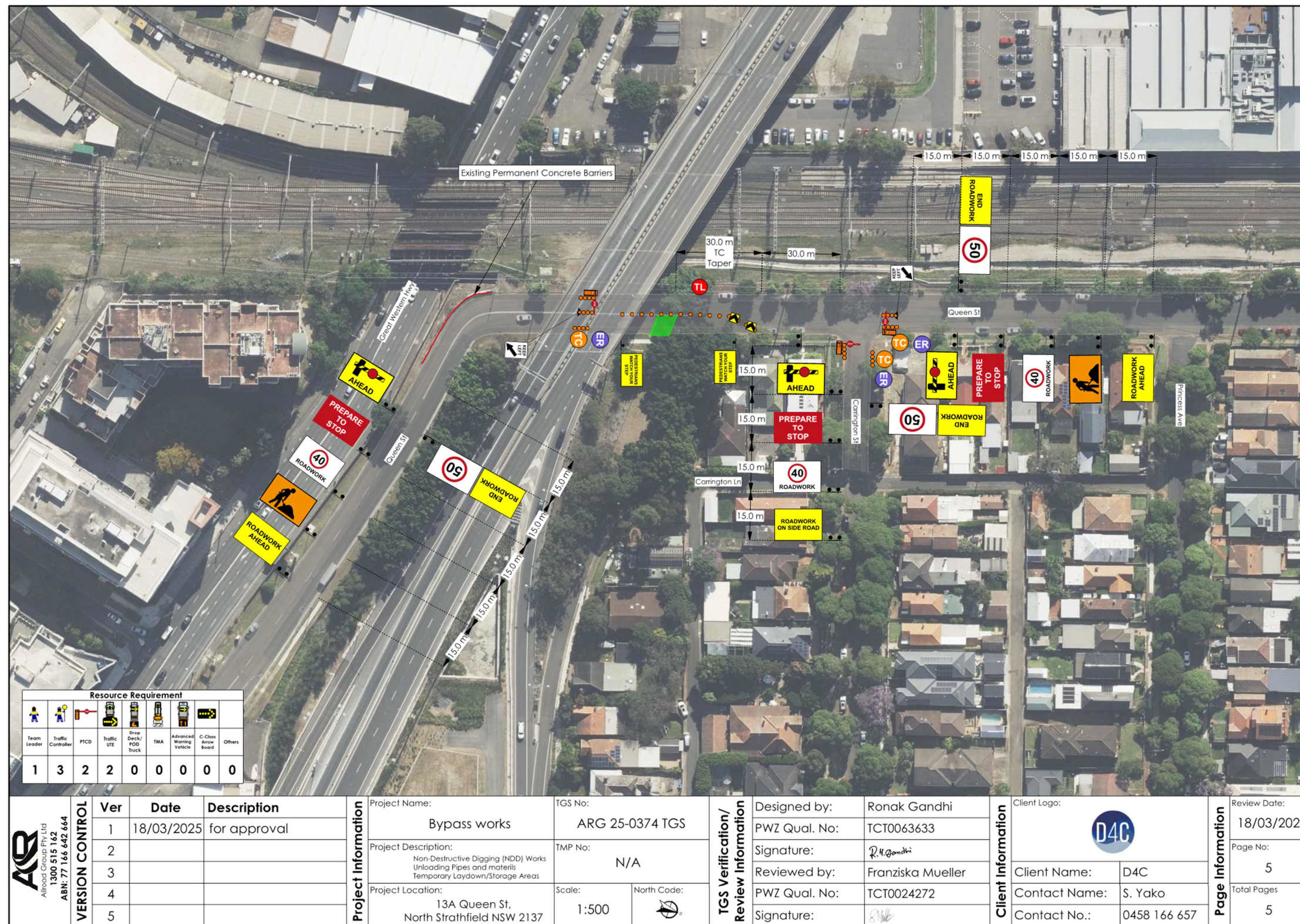
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Hierarchy of Controls Framework								Risk Assessment																																																																							
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VERSION CONTROL 1300 515 162 ABN: 77 166 642 664	Ver	Date	Description	Project Information Project Name: Bypass works Project Description: Non-Destructive Digging (NDD) Works Unloading Pipes and materials Temporary Laydown/Storage Areas Project Location: 13A Queen St, North Strathfield NSW 2137	TGS No: ARG 25-0374 TGS TMP No: N/A Scale: 1:500 North Code: 		TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature: Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature: 	Client Information Client Logo: Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657	Page Information Review Date: 18/03/2025 Page No: 2 Total Pages 5																																																																						
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Risk Assessment						Notes			
Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk				
10	Changed traffic conditions (eg no line marking, changed line marking, forbidden turning movements, detours)	Motorist confused due to lack/ change of line marking, attempts forbidden turning movement causing MVA	H L2/C3	Always: - install RWA (T1-1) sign when traffic conditions change - install delineation or temp. line marking which has to be clearly visible in TGS - use traffic control to manage changed traffic conditions where required - check set-up before commencing work and during - install RW Speed Zone if conditions call of it which suit the road conditions Consider: - use VMSs	M L4/C4	<p>Site Specific Notes</p> <ol style="list-style-type: none"> Traffic Controllers have to ensure that signs that are not needed for aftercare TGSs are covered as per TNSW - TCAWS V6.1 - Sec. 7.10.1 The speed of traffic SHALL be reduced to 40 km/h when workers on foot are closer than 1.5m to traffic as per TNSW - TCAWS V6.1 - Sec. 4.3.5, Table 4-3. A PTCD sign relevant to the device used, such as Boom Barrier symbolic (T1-272n) or Signals symbolic sign (T1-30), or a Traffic Controller symbolic sign (T1-34) must be used to give advance warning of the presence of traffic control. A PREPARE TO STOP (T1-18) sign must also be used when traffic is required to stop at the traffic control location. The above signs must only be used when the traffic control is in operation and must be removed or covered up when traffic control is discontinued or during breaks, such as lunch as per TNSW - TCAWS V6.1 - Sec. 5.4.3, Table 5-11. Access to local businesses and driveways will be maintained during works. Unless otherwise shown on the TGS(s) and site specific notes. If the Principal Contractors responsibility to seek permission prior to blocking public and private access. Access to bus stops to be maintained whenever possible. Any impact to bus services such as bus stops within the TM or the closure of bus lanes require the approval of the relevant bus companies. Standard (700mm) cones must be positioned at a maximum spacing of 4m on approach to a traffic controller position (centerline or edge line) as per TNSW - TCAWS V6.1 - Sec. 6.2.5, Table 6-2. Signs should be duplicated for all lane status signs regardless of the vpd as per TNSW - TCAWS V6.1 - Sec. 6.5.6 and all speed zone signs as per TNSW - TCAWS V6.1 - Sec. 4.5.5 As per TNSW - TCAWS V6.1 - Sec. 4.6.3 where the maximum queue length can be predicted in advance, the primary PREPARE TO STOP sign must be located such that the distance from this sign to the end of the queue is not less than D, see Figure 4-4. The B size PREPARE TO STOP sign should be used in this application. The distance may need to be adjusted if the queue length proves to be underestimated. If the primary PREPARE TO STOP sign needs to be placed more than 4D, approximately 15 seconds of travel time from the control point, repeater PREPARE TO STOP signs at intervals of not more than 4D should be provided between that point and the control point to provide for conditions after the queue has dispersed. In any relocation of the primary PREPARE TO STOP sign, the distance D to the roadwork ahead sign must be maintained. A minimum lane width of 3m have to be maintained for traffic speeds < 65km/h In accordance with Section 8.2 Record keeping of TTM documentation, roadwork speed zones must be inspected and associated documentation examined on a regular basis. The ITCP qualified person must ensure that speed restriction signs are properly erected, conflicting signs are covered and advance signs are in place, when inspecting the traffic control on the site. <p>Implementation Instructions</p> <p>Before work commences, signs and devices at the approaches to and within the work area SHALL be implemented in accordance with the approved Traffic Guidance Schemes and the Traffic Control Companies Safe Work Method Statements, in the following sequence:</p> <ol style="list-style-type: none"> Traffic Controllers implementing signage are to ensure all signage is available for implementation prior to shift. Signs & devices in side streets leading into the works are to be implemented first. Where required, detours are to be in place before commencing any closures. All signage on arterial and main road alignments to be implemented with the flow of traffic. Signs are to be implemented in all non affected lane(s) first and all conflicting signs are to be covered. Signs in the affected lane to be implemented: Taper, Speed Reduction, Safety buffer (if applicable), and Delineation to be implemented with the traffic flow. Conflicting signs to be covered in process. Ensure signs & devices are correct before works commence. Once works have finished, Traffic Control are to pick up delineation and taper in reverse. Then pick up advance warning signs with the flow of traffic. A TGS must be installed, maintained and removed in a planned and safe manner. The implementation of a TGS must only be undertaken by an IMP qualified person. (TNSW - TCAWS V6.1 - Sec. 7.10.1) Signs and traffic control devices must be installed in a sequence via GPS, survey, landmarks, side streets or chainage in accordance with TCAWS V6.1 - Sec. 6.4 and AGITM Sec. 6.2 An implementation TGS should be provided if the risk of implementation is deemed high. The sequence of implementation should be determined as part of the drafting process in TGS or SWMS, rather than being determined on-site. (TNSW - TCAWS V6.1 - Sec. 7.10.2) <p>General Notes</p> <ol style="list-style-type: none"> The designer of the TGS must hold a current PWZ qualification issued by Safe Work NSW The TGS must be prepared in accordance with TNSW - TCAWS V6.1 (issued on 28 Feb 2022). Any departures in situations where the min. requirements contained in the TCAWS are not achievable, or are not achieving the required level of risk management must be documented as per Sec. 2.8. The TGS MUST be read in conjunction with the associated risk assessment. It is the clients responsibility to have all necessary permits on site before commencing works. The TGS SHALL ONLY be implemented by either an "Implements Traffic Control Plan" ITCP or "Prepare Work Zone Traffic Management Plan" PWZTMP qualified person. Before the commencement of works, a toolbox talk needs to be held. A "TM Inspection checklist" must be filled out prior to the implementation of the TGS and a "Post site inspection confirmation" must be filled out after the completion of works as per TNSW - TCAWS V6.1 - Appendix E3 & E4. Traffic Controllers need to identify and make note of escape routes prior to the commencement of works. Hand held UHF radios are to be utilized where required to communicate between traffic control & site vehicles. The Principal contractor has to notify local Emergency Services prior to the commencement of works. Traffic Controllers have to ensure that the ROL (if required) has been activated prior to each shift and deactivated once shift has ended via the TMC web app. Advance signs SHALL be mounted at a minimum height of 200mm displayed as prominently as possible by selecting the longitudinal location of the sign for best sight distance for approaching traffic. Signs continuously required for works which will be in progress for periods longer than 2 weeks should be erected in a permanent manner, e.g. on posts sunk into the ground, and duplicated on the right side of the road. Traffic volumes should be monitored throughout the implementation of the TGS(s). In the event queue lengths become unmanageable, works should cease if possible and traffic cleared before recommencing. <p>Pedestrian and Cyclist Management</p> <p>All pedestrian & cyclist control measures, for the duration of the construction works will be monitored as required for effectiveness & improvements. Appropriate warning signage and directional signage will be in place and monitored throughout the works as per the provided TGS's attached to this document. Where current documented control measures are ineffective, A PWZTMP qualified person(s) should be contacted to suggest changes.</p> <p>Adjustment & Modification of TGS</p> <p>IMP Qualification Holders:</p> <p>ITCP qualified person must ensure that the TGS is implemented as approved. Minor adjustments can be completed in accordance with TNSW - TCAWS V6.1 - Sec. 7.10.3. Modifications will be recorded on the TGS checklist and a signed copy will be available on-site.</p> <p>PWZ Qualification Holders:</p> <p>- Modifications to a Site Specific TGS must be approved by a PWZTMP holder or another relevant qualification holder. Modifications must be supported by a TMP or risk assessment to ensure that all site-specific conditions and risks have been considered and mitigation measurements identified and implemented in the TGS</p> <p>- If risk is identified during the implementation of the TGS and requires modification outside of the tolerance, works must be stopped until an updated TGS is drafted and approved by a PWZ qualified person prior to works recommencing. (TNSW - TCAWS V6.1 - Sec. 7.10.4)</p> <p>- Any anomalies or inconsistencies found in the TGSs being used must be recorded and reported back to the PWZ qualified TGS designer.</p>			
11	Weather Conditions - rains - wind - fog - snow	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists. wind blows signs over	H L2/C3	Always: - monitor weather and traffic - check setup to ensure signs are visible on a regular basis. If visibility has been obstructed, consider shifting signs, duplicate, or repeat. Consider: - additional advance warning signage - liaise with client to reconsider stop works and postpone then until weather conditions have eased	M L3/C4				
12	Delays due to queued traffic beyond advanced warning signs	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists. wind blows signs over	H L2/C3	Always: - work in accordance with the approved Permit/ ROL - use two-way communication with trucks and give them priority whenever possible - monitor queue lengths - install additional signs or use additional traffic controllers or stop work and clear traffic if end of queue extends beyond the advance warning signs as per TCAWS V6.1, Sec. 4.6.3: End-of-Queue Management - give emergency vehicles & wide loads priority (i.e. stop work & traffic) Consider: - working outside peak periods - liaising with TMC for assistance with traffic signal phasing - using VMS's - notifying emergency services - use of flashing beacon to be added to advance warning signage - use of queue monitors - ensure TGS has been designed to cater for the predicted queue lengths where required.	M L4/C3				
13	After Care	Inadequate signage resulting in motorist losing control and crashing or motorist becomes frustrated due to inappropriate signage	H L2/C3	Always: - install RWA (T1-1) if diverting traffic along a sidetrack, detour, or unexpected conditions, such as loose stones or the absence of line marking - cover any signs that are not applicable - erect condition signs as per TCAWS V6.1, Sec. 7.7.5: Aftercare - aftercare speed limit to suit road conditions	M L3/C4				
14	Pedestrians & Cyclists	Pedestrian and/or cyclist enters the work area or travel lane and get hit by motorist or plant	VH L1/C3	Always: - ensure TGS design caters for all road users including pedestrians and cyclists. - always clearly delineate the work area. - do not obstruct pedestrian and cyclists travel paths with traffic control signs and devices. - consider the use of additional warning and guidance signage for pedestrians, cyclists and motorists. - comply with shoulder and lane width criteria in the design of the TGS. - Ensure the use of existing or temporary ramps for crossing points. - undertake consultation to determine existing travel paths, desire lines, volumes, and types of users Consider: - use of traffic control at crossing points especially where contra-flow arrangements are in place - use of additional traffic controllers to monitor and assist pedestrian and cyclist movements where required	M L4/C3				
15	Construction Vehicle Movements/ Plant Movements	Construction vehicle/ Plant collides with motorist, workers, traffic controller or other construction vehicle/ plant	H L3/C3	Always: - ensure communication between drivers & traffic controllers via radio - construction vehicles/ plants have to give way to pedestrians, cyclists and live traffic - construction vehicles are only allowed to enter & leave site via "left in, left out" movements, where not possible Traffic controllers have to manage construction vehicles/ plants entering & leaving the site Consider: - using Traffic Control and/or Spotters to manage work vehicles - internal vehicle movement plan	M L3/C4				

 Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	VERSION CONTROL	Ver	Date	Description	Project Information Project Name: Bypass works Project Description: Non-Destructive Digging (NDD) Works Unloading Pipes and materials Temporary Laydown/Storage Areas Project Location: 13A Queen St, North Strathfield NSW 2137	TGS No: ARG 25-0374 TGS TMP No: N/A Scale: 1:500 North Code: 	TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature:  Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature: 	Client Information Client Logo:  Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657	Page Information Review Date: 18/03/2025 Page No: 3 Total Pages 5	www.innovation.com.au
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




Asset	Quantity	NSW Road Network Classification Map	TGS Modifications	TCAWS V6.1, Table 7-3: Recommended taper lengths	Pedestrian/ Cyclist Management																																																																																
Team Leader	1		TGS Modification Information Modified by: _____ TMD Qualification No: _____ Signature: _____ Modification Date: _____ Modification Notes: _____ Note: Modifications and adjustments to a TGS must be undertaken by an appropriately qualified person and must be in accordance with the Technical Manual.	Recommended Taper Length [m] <table border="1"> <thead> <tr> <th>Speed [km/h]</th> <th>Traffic Control Taper</th> <th>Lateral Shift Taper</th> <th>Merge Taper</th> </tr> </thead> <tbody> <tr><td>45 or less</td><td>15</td><td>15</td><td>15</td></tr> <tr><td>46 to 55</td><td>15</td><td>15</td><td>30</td></tr> <tr><td>56 to 65</td><td>30</td><td>30</td><td>60</td></tr> <tr><td>66 to 75</td><td>N/A</td><td>70</td><td>115</td></tr> <tr><td>76 to 85</td><td>N/A</td><td>80</td><td>130</td></tr> <tr><td>86 to 95</td><td>N/A</td><td>90</td><td>145</td></tr> <tr><td>96 to 105</td><td>N/A</td><td>100</td><td>160</td></tr> <tr><td>Greater than 105</td><td>N/A</td><td>110</td><td>180</td></tr> </tbody> </table>	Speed [km/h]	Traffic Control Taper	Lateral Shift Taper	Merge Taper	45 or less	15	15	15	46 to 55	15	15	30	56 to 65	30	30	60	66 to 75	N/A	70	115	76 to 85	N/A	80	130	86 to 95	N/A	90	145	96 to 105	N/A	100	160	Greater than 105	N/A	110	180	Pedestrian/ Cyclists Management Method <input checked="" type="checkbox"/> Around <input type="checkbox"/> Past <input type="checkbox"/> Through <p>- min 1m clearance at local constrictions - elsewhere min 2m</p> <p>Pedestrians to cross at Pram Ramp or other appropriate ramp i.e. driveways</p> <p>- Appropriate delineation devices to be used to ensure that pedestrians are able to move safely - Adequate signposts to indicate the direction of footway - Personnel may need to be positioned to guide and assist pedestrians</p> <p>NOTE: When choosing an appropriate crossing location the following sight conditions must be considered: - sight distance - number of lanes - traffic volumes - traffic speed - number of pedestrians</p> <p>Temporary footpaths must provide a clear path of travel and must be: At local constrictions, not less than 1 m width. Elsewhere a width of at least 2 m must be provided and any additional width to aid stopping sight distance to all road users.</p> <p>Care should be given to maintain good conditions and widths at points of concentration of pedestrians, such as in front of shops, schools at bus stops and similar.</p>																																												
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Hierarchy of Controls Framework							Risk Assessment						
Eliminate		Removing the risk of live traffic		Use of AROUND TIM methods (defours) or eliminating activities through design			Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk	
Substitute		Replacing people with devices to perform the work required		Replacing workers on foot with devices, such as tractor mowing or use of PTCDs			1	TGS is designed/ implemented by unqualified person	Wrong TIM set-up designed for works/ signs and devices not correctly installed	H L3/C2	- TGSs & TMP are only designed by PWZ Qualified person and TIM set-ups are in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - TGSs are implemented by PWZ or IMP qualified person	M L5/C3	
Isolate		Separating workers from traffic with a form of barrier or protection		Using PAST TIM methods including approved safety barriers			2	Traffic Control	Motorist distracted and collides with end of queue or traffic controller	VM L2/C2	- TGSs are designed & implemented by qualified personnel and are in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - appropriate sight distance is maintained - review TIM set-up if conditions have changed - conduct regular inspection in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - rectify any deficiencies as matter for urgency	M L4/C3	
Engineer		Providing a physical change to protect workers		Use of TMA's, lighting or temporary portable rumble strips			3	Manual Traffic Control used instead of PTCD in high risk environment	Traffic Controller hit by vehicle	VM L2/C2	- consider use of shadow vehicles if practical, or other type of static hard cover available - ensure best possible escape route considered when allocating control point on TGS -> to be reassessed onsite continuously - ensure best line of sight where practical, should the best line of sight not be possible, repeater signs in advance warning to be used - traffic controller to always remain clear from travelled path - ensure appropriate speed signage has been installed and meets minimum and maximum length requirements	M L4/C3	
Training & Admin		That rely on the road user following directions		Use of THROUGH TIM methods including cones, bollards and delineation			4	Work Area adjacent to travel lane	Motorist collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - install workman T1-5 sign if workers on road - space cones in accordance with TCAWS Manual V6.1 - check setup before commencing work - reduce speed based on lateral clearance between the work area and travel lane Consider: - using a shadow vehicle(s) with flashing lights to protect workers - using spotters with workers - using safety barriers for long term works	M L4/C3	
PPE		Increasing workers visibility with PPE		High visibility clothing with retro-reflective banding			5	Lane Closure	Motorist fails to merge and collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - install merge taper length in accordance with TCAWS Manual V6.1 - install Lane Status Signs and either duplicate them on the other side of the road or 0.5D past the initial Lane Status sign - install a 30m Safety Buffer Zone between end of taper and start of work area - check setup before commencing work - ensure appropriate sight distance for the beginning of the taper Consider: - using a shadow vehicle(s) with flashing lights to protect workers	M L4/C3	
Risk Evaluation Matrix							6	Side Roads	Motorist enters work site from side road and collides with workers	H L2/C4	Always: - always install advanced warning signs for motorists entering from side roads in advance of work area - Speed Limit signs must be erected where traffic enters from a side road within a roadworks speed zone	M L4/C4	
Risk Ratings: Very High VH High H Medium M Low L							CONSEQUENCE Insignificant C6 Minor C5 Moderate C4 Major C3 Severe C2 Catastrophic C1						
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* serious injury or illness is defined by the WHS Act section 36													
VERSION CONTROL Ver Date Description 1 19/05/2025 for approval 2 23/05/2025 Barriers added on the other side 3 4 5							Project Information Project Name: Bypass works Project Description: Trenching across Queen St Project Location: 13A Queen St, North Strathfield NSW 2137 TGS No: ARG 25-0747 TGS TMP No: N/A Scale: 1:500 North Code:						
TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature: R. Gandhi Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature:							Client Information Client Logo: D4C Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657 Review Date: 19/05/2025 Page No: 2 Total Pages: 4						

Risk Assessment						Notes	
Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk		
10	Changed traffic conditions (eg no line marking, changed line marking, forbidden turning movements, detours)	Motorist confused due to lack/ change of line marking, attempts forbidden turning movement causing MVA	H L2/C3	Always: - install RWA (T1-1) sign when traffic conditions change - install delineation or temp. line marking which has to be clearly visible in TGS - use traffic control to manage changed traffic conditions where required - check set-up before commencing work and during - install RW Speed Zone if conditions call of it which suit the road conditions Consider: - use VMSs	M L4/C4	Site Specific Notes 1. Traffic Controllers have to ensure that signs that are not needed for aftercare TGSs are covered as per TINSW - TCAWS V6.1 - Sec. 7.10.1 2. The speed of traffic SHALL be reduced to 40 km/h when workers on foot are closer than 1.5m to traffic as per TINSW - TCAWS V6.1 - Sec. 4.3.5, Table 4-3. 3. A PTCD sign relevant to the device used, such as Boom Barrier symbolic (T1-272) or Signals symbolic sign (T1-30), or a Traffic Controller symbolic sign (T1-34) must be used to give advance warning of the presence of traffic control. A PREPARE TO STOP (T1-18) sign must also be used when traffic is required to stop at the traffic control location. The above signs must only be used when the traffic control is in operation and must be removed or covered up when traffic control is discontinued or during breaks, such as lunch as per TINSW - TCAWS V6.1 - Sec. 5.4.3, Table 5-11. 4. Access to local businesses and driveways will be maintained during works. Unless otherwise shown on the TGS(s) and site specific notes. It is the Principal Contractors responsibility to seek permission prior to blocking public and private access. 5. Access to bus stops to be maintained whenever possible. Any impact to bus services such as bus stops within the TTM or the closure of bus lanes require the approval of the relevant bus companies. 6. Standard (700mm) cones must be positioned at a maximum spacing of 4m on approach to a traffic controller position (centerline or edge line) as per TINSW - TCAWS V6.1 - Sec. 6.2.5, Table 6-2. 7. Signs should be duplicated for all lane status signs regardless of the vpd as per TINSW - TCAWS V6.1 - Sec. 6.5.6 and all speed zone signs as per TINSW - TCAWS V6.1 - Sec. 4.5.5 8. As per TINSW - TCAWS V6.1 - Sec. 4.6.3 where the maximum queue length can be predicted in advance, the primary PREPARE TO STOP sign must be located such that the distance from this sign to the end of the queue is not less than D, see Figure 4-4. The B size PREPARE TO STOP sign should be used in this application. The distance may need to be adjusted if the queue length proves to be underestimated. If the primary PREPARE TO STOP sign needs to be placed more than 4D, approximately 15 seconds of travel time from the control point, repeater PREPARE TO STOP signs at intervals of not more than 4D should be provided between that point and the control point to provide for conditions after the queue has dispersed. In any relocation of the primary PREPARE TO STOP sign, the distance D to the roadwork ahead sign must be maintained. 9. A minimum lane width of 3m have to be maintained for traffic speeds < 65km/h 10. In accordance with Section 8.2 Record keeping of TTM documentation, roadwork speed zones must be inspected and associated documentation examined on a regular basis. The ITCP qualified person must ensure that speed restriction signs are properly erected, conflicting signs are covered and advance signs are in place, when inspecting the traffic control on the site. Implementation Instructions Before work commences, signs and devices at the approaches to and within the work area SHALL be implemented in accordance with the approved Traffic Guidance Schemes and the Traffic Control Companies Safe Work Method Statements, in the following sequence: 1) Traffic Controllers implementing signage are to ensure all signage is available for implementation prior to shift. 2) Signs & devices in side streets leading into the works are to be implemented first. Where required, detours are to be in place before commencing any closures. 3) All signage on arterial and main road alignments to be implemented with the flow of traffic. 4) Signs are to be implemented in all non affected lane(s) first and all conflicting signs are to be covered. 5) Signs in the affected lane to be implemented: Taper, Speed Reduction, Safety buffer (if applicable), and Delineation to be implemented with the traffic flow. Conflicting signs to be covered in process. 6) Ensure signs & devices are correct before works commence. 7) Once works have finished, Traffic Control are to pick up delineation and taper's in reverse. Then pick up advance warning signs with the flow of traffic. 8) A TGS must be installed, maintained and removed in a planned and safe manner. The implementation of a TGS must only be undertaken by an IMP qualified person. [TINSW - TCAWS V6.1 - Sec. 7.10.1] 9) Signs and traffic control devices must be installed in a sequence via GPS, survey, landmarks, side streets or chainage in accordance with TCAWS V6.1 - Sec. 6.4 and AGITM Sec. 6.2 10) An implementation TGS should be provided if the risk of implementation is deemed high. The sequence of implementation should be determined as part of the drafting process in TGS or SWMS, rather than being determined on-site. [TINSW - TCAWS V6.1 - Sec. 7.10.2]	
11	Weather Conditions - rains - wind - fog - snow	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - monitor weather and traffic - check setup to ensure signs are visible on a regular basis. If visibility has been obstructed, consider shifting signs, duplicate, or repeat. Consider: - additional advance warning signage - liaise with client to reconsider stop works and postpone then until weather conditions have eased	M L3/C4	General Notes 1. The designer of the TGS must hold a current PWZ qualification issued by Safe Work NSW 2. The TGS must be prepared in accordance with TINSW - TCAWS V6.1 (issued on 28 Feb 2022). Any departures in situations were the min. requirements contained in the TCAWS are not achievable, or are not achieving the required level of risk management must be documented as per Sec. 2.8. 3. The TGS MUST be read in conjunction with the associated risk assessment. 4. It is the clients responsibility to have all necessary permits on site before commencing works. 5. The TGS SHALL ONLY be implemented by either an "Implements Traffic Control Plan" ITCP or "Prepare Work Zone Traffic Management Plan" PWZIMP qualified person. 6. Before the commencement of works, a toolbox talk needs to be held. 7. A "TM Inspection checklist" must be filled out prior to the implementation of the TGS and a "Post site inspection confirmation" must be filled out after the completion of works as per TINSW - TCAWS V6.1 - Appendix E3 & E4. 8. Traffic Controllers need to identify and make note of escape routes prior to the commencement of works. 9. Hand held UHF radios are to be utilized where required to communicate between traffic control & site vehicles. 10. The Principal contractor has to notify local Emergency Services prior to the commencement of works. 11. Traffic Controllers have to ensure that the ROL (if required) has been activated prior to each shift and deactivated once shift has ended via the TMC web app. 12. Advance signs SHALL be mounted at a minimum height of 200mm displayed as prominently as possible by selecting the longitudinal location of the sign for best sight distance for approaching traffic. Signs continuously required for works which will be in progress for periods longer than 2 weeks should be erected in a permanent manner, e.g. on posts sunk into the ground, and duplicated on the right side of the road. 13. Traffic volumes should be monitored throughout the implementation of the TGS(s). In the event queue lengths become unmanageable, works should cease if possible and traffic cleared before recommencing. Pedestrian and Cyclist Management All pedestrian & cyclist control measures, for the duration of the construction works will be monitored as required for effectiveness & improvements. Appropriate warning signage and directional signage will be in place and monitored throughout the works as per the provided TGS's attached to this document. Where current documented control measures are ineffective, A PWZIMP qualified person(s) should be contacted to suggest changes. Adjustment & Modification of TGS IMP Qualification Holders: ITCP qualified person must ensure that the TGS is implemented as approved. Minor adjustments can be completed in accordance with TINSW - TCAWS V6.1 - Sec. 7.10.3. Modifications will be recorded on the TGS checklist and a signed copy will be available on-site. PWZ Qualification Holders: - Modifications to a Site Specific TGS must be approved by a PWZIMP holder or another relevant qualification holder. Modifications must be supported by a TMP or risk assessment to ensure that all site-specific conditions and risks have been considered and mitigation measurements identified and implemented in the TGS - If risk is identified during the implementation of the TGS and requires modification outside of the tolerance, works must be stopped until an updated TGS is drafted and approved by a PWZ qualified person prior to works recommencing. [TINSW - TCAWS V6.1 - Sec. 7.10.4] - Any anomalies or inconsistencies found in the TGSs being used must be recorded and reported back to the PWZ qualified TGS designer.	
12	Delays due to queued traffic beyond advanced warning signs	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - work in accordance with the approved Permit/ ROL - use two-way communication with trucks and give them priority whenever possible - monitor queue lengths - install additional signs or use additional traffic controllers or stop work and clear traffic if end of queue extends beyond the advance warning signs as per TCAWS V6.1, Sec. 4.6.3: End-of-Queue Management - give emergency vehicles & wide loads priority (i.e. stop work & traffic) Consider: - working outside peak periods - liaising with TMC for assistance with traffic signal phasing - using VMS's - notifying emergency services - use of flashing beacon to be added to advance warning signage - use of queue monitors - ensure TGS has been designed to cater for the predicted queue lengths where required.	M L4/C3		
13	After Care	Inadequate signage resulting in motorist losing control and crashing or motorist becomes frustrated due to inappropriate signage	H L2/C3	Always: - install RWA (T1-1) if diverting traffic along a sidetrack, detour, or unexpected conditions, such as loose stones or the absence of line marking - cover any signs that are not applicable - erect condition signs as per TCAWS V6.1, Sec. 7.7.5: Aftercare - aftercare speed limit to suit road conditions	M L3/C4		
14	Pedestrians & Cyclists	Pedestrian and/or cyclist enters the work area or travel lane and get hit by motorist or plant	VH L1/C3	Always: - ensure TGS design caters for all road users including pedestrians and cyclists, always clearly delineate the work area. - do not obstruct pedestrian and cyclists travel paths with traffic control signs and devices. - consider the use of additional warning and guidance signage for pedestrians, cyclists and motorists. - comply with shoulder and lane width criteria in the design of the TGS. - Ensure the use of existing or temporary ramps for crossing points. - undertake consultation to determine existing travel paths, desire lines, volumes, and types of users Consider: - use of traffic control at crossing points especially where contra-flow arrangements are in place - use of additional traffic controllers to monitor and assist pedestrian and cyclist movements where required	M L4/C3		
15	Construction Vehicle Movements/ Plant Movements	Construction vehicle/ Plant collides with motorist, workers, traffic controller or other construction vehicle/ plant	H L3/C3	Always: - ensure communication between drivers & traffic controllers via radio - construction vehicles/ plants have to give way to pedestrians, cyclists and live traffic - construction vehicles are only allowed to enter & leave site via "left in, left out" movements, where not possible Traffic controllers have to manage construction vehicles/ plants entering & leaving the site Consider: - using Traffic Control and/or Spotters to manage work vehicles - internal vehicle movement plan	M L3/C4		

 Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	VERSION CONTROL	Ver	Date	Description	Project Information	Project Name:		TGS No:		TGS Verification/ Review Information	Designed by:		Ronak Gandhi		Client Information	Client Logo:			Review Date:	
		1	19/05/2025	for approval		Bypass works		ARG 25-0747 TGS			PWZ Qual. No:		TCT0063633			Page No:				
		2	23/05/2025	Barriers added on the other side		Trenching across Queen St		N/A			Signature:					3				
		3				Project Location:		Scale:			Reviewed by:		Franziska Mueller			Total Pages				
		4				13A Queen St, North Strathfield NSW 2137		1:500			PWZ Qual. No:		TCT0024272			4				
5							North Code:		Signature:											

Client Name:		D4C	
Contact Name:		S. Yako	
Contact No.:		0458 166 657	

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


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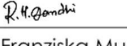
Asset	Quantity	NSW Road Network Classification Map	TGS Modifications	TCAWS V6.1, Table 7-3: Recommended taper lengths	Pedestrian/ Cyclist Management																																																																															
Team Leader	0		TGS Modification Information Modified by: _____ TMD Qualification No: _____ Signature: _____ Modification Date: _____ Modification Notes: _____ Note: Modifications and adjustments to a TGS must be undertaken by an appropriately qualified person and must be in accordance with the Technical Manual.	Recommended Taper Length [m] <table border="1"> <thead> <tr> <th>Speed [km/h]</th> <th>Traffic Control Taper</th> <th>Lateral Shift Taper</th> <th>Merge Taper</th> </tr> </thead> <tbody> <tr><td>45 or less</td><td>15</td><td>15</td><td>15</td></tr> <tr><td>46 to 55</td><td>15</td><td>15</td><td>30</td></tr> <tr><td>56 to 65</td><td>30</td><td>30</td><td>60</td></tr> <tr><td>66 to 75</td><td>N/A</td><td>70</td><td>115</td></tr> <tr><td>76 to 85</td><td>N/A</td><td>80</td><td>130</td></tr> <tr><td>86 to 95</td><td>N/A</td><td>90</td><td>145</td></tr> <tr><td>96 to 105</td><td>N/A</td><td>100</td><td>160</td></tr> <tr><td>Greater than 105</td><td>N/A</td><td>110</td><td>180</td></tr> </tbody> </table> Note to Table 7-3: Speed is defined as the speed [km/h] of traffic at a position in the TGS where a device is located (e.g. start of a taper). This should be one of the following, in order of preference: - The measured speed - The predicted speed of traffic - The preceding roadwork speed zone in accordance with Section 7.3 Dimension D; or - The existing posted speed limit	Speed [km/h]	Traffic Control Taper	Lateral Shift Taper	Merge Taper	45 or less	15	15	15	46 to 55	15	15	30	56 to 65	30	30	60	66 to 75	N/A	70	115	76 to 85	N/A	80	130	86 to 95	N/A	90	145	96 to 105	N/A	100	160	Greater than 105	N/A	110	180	Pedestrian/ Cyclists Management Method <input type="checkbox"/> Around <input type="checkbox"/> Past <input type="checkbox"/> Through - min 1m clearance at local constrictions - elsewhere min 2m Pedestrians to cross at Pram Ramp or other appropriate ramp i.e. driveways - Appropriate delineation devices to be used to ensure that pedestrians are able to move safely - Adequate signposts to indicate the direction of footway - Personnel may need to be positioned to guide and assist pedestrians NOTE: When choosing an appropriate crossing location the following sight conditions must be considered: - sight distance - number of lanes - traffic volumes - traffic speed - number of pedestrians Temporary footpaths must provide a clear path of travel and must be: At local constrictions, not less than 1 m width. Elsewhere a width of at least 2 m must be provided and any additional width to aid stopping sight distance to all road users. Care should be given to maintain good conditions and widths at points of concentration of pedestrians, such as in front of shops, schools at bus stops and similar.																																											
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less than 105	greater than or equal to 60m	L + 250m																																																																																		
greater than 105	less than 60m	400m																																																																																		
greater than 105	greater than or equal to 60m	L + 350m																																																																																		
VERSION CONTROL <table border="1"> <thead> <tr> <th>Ver</th> <th>Date</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>18/03/2025</td> <td>for approval</td> </tr> <tr> <td>2</td> <td>08/04/2025</td> <td>no stopping updated</td> </tr> <tr> <td>3</td> <td></td> <td></td> </tr> <tr> <td>4</td> <td></td> <td></td> </tr> <tr> <td>5</td> <td></td> <td></td> </tr> </tbody> </table>		Ver	Date	Description	1	18/03/2025	for approval	2	08/04/2025	no stopping updated	3			4			5			Project Information Project Name: Bypass works Project Description: Bypass discharge MH AN1321742 Project Location: 25 Sydney St, North Strathfield NSW 2137 TGS No: ARG 25-0375 TGS TMP No: N/A Scale: 1:500 North Code:		TGS Verification/ Review Information Designed by: Ronak Gandhi PWZ Qual. No: TCT0063633 Signature: Reviewed by: Franziska Mueller PWZ Qual. No: TCT0024272 Signature:	Client Information Client Logo: Client Name: D4C Contact Name: S. Yako Contact No.: 0458 166 657 Review Date: 08/04/2025 Page No: 1 Total Pages: 4																																																													
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Hierarchy of Controls Framework								Risk Assessment																																																																				
Eliminate		Removing the risk of live traffic		Use of AROUND TTM methods (detours) or eliminating activities through design				Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk																																																															
Substitute		Replacing people with devices to perform the work required		Replacing workers on foot with devices, such as tractor mowing or use of PTCs				1	TGS is designed/ implemented by unqualified person	Wrong TTM set-up designed for works/ signs and devices not correctly installed	H L3/C2	- TGSs & TMP are only designed by PWZ Qualified person and TTM set-ups are in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - TGSs are implemented by PWZ or IMP qualified person	M L5/C3																																																															
Isolate		Separating workers from traffic with a form of barrier or protection		Using PAST TTM methods including approved safety barriers				2	Traffic Control	Motorist distracted and collides with end of queue or traffic controller	VM L2/C2	- TGSs are designed & implemented by qualified personnel and are in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - appropriate sight distance is maintained - review TTM set-up if conditions have changed - conduct regular inspection in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - rectify any deficiencies as matter for urgency	M L4/C3																																																															
Engineer		Providing a physical change to protect workers		Use of TMA's, lighting or temporary portable rumble strips				3	Manual Traffic Control used instead of PTC in high risk environment	Traffic Controller hit by vehicle	VM L2/C2	- consider use of shadow vehicles if practical, or other type of static hard cover available - ensure best possible escape route considered when allocating control point on TGS -> to be reassessed onsite continuously - ensure best line of sight where practical, should the best line of sight not be possible, repeater signs in advance warning to be used - traffic controller to always remain clear from travelled path - ensure appropriate speed signage has been installed and meets minimum and maximum length requirements	M L4/C3																																																															
Training & Admin		That rely on the road user following directions		Use of THROUGH TTM methods including cones, bollards and delineation				4	Work Area adjacent to travel lane	Motorist collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - install workman T1-5 sign if workers on road - space cones in accordance with TCAWS Manual V6.1 - check setup before commencing work - reduce speed based on lateral clearance between the work area and travel lane Consider: - using a shadow vehicle(s) with flashing lights to protect workers - using spotters with workers - using safety barriers for long term works	M L4/C3																																																															
PPE		Increasing workers visibility with PPE		High visibility clothing with retro-reflective banding				5	Lane Closure	Motorist fails to merge and collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - install merge taper length in accordance with TCAWS Manual V6.1 - install Lane Status Signs and either duplicate them on the other side of the road or 0.5D past the initial Lane Status Sign - install a 30m Safety Buffer Zone between end of taper and start of work area - check setup before commencing work - ensure appropriate sight distance for the beginning of the taper Consider: - using a shadow vehicle(s) with flashing lights to protect workers	M L4/C3																																																															
Risk Evaluation Matrix <table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Risk Ratings: Very High High Medium Low</th> <th colspan="6">CONSEQUENCE</th> </tr> <tr> <th>Insignificant</th> <th>Minor</th> <th>Moderate</th> <th>Major</th> <th>Severe</th> <th>Catastrophic</th> </tr> <tr> <th rowspan="6">LIKELIHOOD</th> <th>Almost Certain</th> <th>L1</th> <td>M</td> <td>H</td> <td>H</td> <td>VH</td> <td>VH</td> <td>VH</td> </tr> <tr> <th>Very Likely</th> <th>L2</th> <td>M</td> <td>M</td> <td>H</td> <td>H</td> <td>VH</td> <td>VH</td> </tr> <tr> <th>Likely</th> <th>L3</th> <td>L</td> <td>M</td> <td>M</td> <td>H</td> <td>H</td> <td>VH</td> </tr> <tr> <th>Unlikely</th> <th>L4</th> <td>L</td> <td>L</td> <td>M</td> <td>M</td> <td>H</td> <td>H</td> </tr> <tr> <th>Very Unlikely</th> <th>L5</th> <td>L</td> <td>L</td> <td>L</td> <td>M</td> <td>M</td> <td>H</td> </tr> <tr> <th>Almost Unprecedented</th> <th>L6</th> <td>L</td> <td>L</td> <td>L</td> <td>L</td> <td>M</td> <td>M</td> </tr> </thead> </table>								Risk Ratings: Very High High Medium Low		CONSEQUENCE						Insignificant	Minor	Moderate	Major	Severe	Catastrophic	LIKELIHOOD	Almost Certain	L1	M	H	H	VH	VH	VH	Very Likely	L2	M	M	H	H	VH	VH	Likely	L3	L	M	M	H	H	VH	Unlikely	L4	L	L	M	M	H	H	Very Unlikely	L5	L	L	L	M	M	H	Almost Unprecedented	L6	L	L	L	L	M	M	6	Side Roads	Motorist enters work site from side road and collides with workers	H L2/C4	Always: - always install advanced warning signs for motorists entering from side roads in advance of work area - Speed Limit signs must be erected where traffic enters from a side road within a roadworks speed zone	M L4/C4
Risk Ratings: Very High High Medium Low		CONSEQUENCE																																																																										
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	Very Unlikely	L5	L	L	L	M	M	H																																																																				
	Almost Unprecedented	L6	L	L	L	L	M	M																																																																				
7	Roadwork Speed Zones	Motorist disobeying the posted RW Speed Zone and travel too fast for the site conditions and cause a MVA	VM L2/C2	- Ensure speed zones are designed in accordance with TCAWS Manual V6.1, AGTIM 2021 & AS1742.3 - Ensure speed zoning is consistent with the work activity, location of work area and road environment - Consider the use of VSLs or RASS to monitor traffic speeds and advise motorists - Review the TGS and adjust where possible to achieve speed zone compliance as per TCAWS Manual V6.1 - Sec 4.5.7	M L4/C3																																																																							
8	Lane Closure & Poor sight distance/ Speed compliance/ Approach speed > 85km/h/ Multi lane roads with traffic volume > 10,000vpd	Not enough reaction time due to speeding/ poor sight distance/ large traffic volumes, motorist fails to merge and collides with workers, traffic controller, vehicles or plant	VM L2/C2	Always: - Install "RW 1km Ahead" if approach speed is > 85km/h or sight distance is less than 150m - Use 700mm cones where traffic speed is greater than 75km/h - Use 900mm cones on high speed to high volume roads (e.g., expressway) or on any work site where increased visibility is required from start of 1st Lane Status sign -> On multi-lane roads where there is no room for duplicate signs on medians, consideration should be given to placing supplementary signs on the left hand side.	M L4/C3																																																																							
9	Night Works	Due to poor visibility of road/ work site, worker/ Traffic Controllers motorist collides with end of queue, worker, vehicle or plant	VM L2/C2	Consider providing portable lighting to ensure traffic controllers are visible and ensure the positions of any temporary lighting are clearly shown on the TGS - Always use applicable PPE for the conditions	M L4/C3																																																																							

* serious injury or illness is defined by the WHS Act section 36

 <p>AQR Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664</p>	VERSION CONTROL	Ver	Date	Description	Project Information	Project Name:	Bypass works	TGS No:	ARG 25-0375 TGS	TGS Verification/ Review Information	Designed by:	Ronak Gandhi	Client Information	Client Logo:		Review Date:	08/04/2025		
		1	18/03/2025	for approval		Project Description:	Bypass discharge MH AN1321742	TMP No:	N/A		PWZ Qual. No:	TCT0063633		Client Name:	D4C	Page No:	2		
		2	08/04/2025	no stopping updated		Project Location:	25 Sydney St, North Strathfield NSW 2137	Scale:	1:500		Signature:			Reviewed by:	Franziska Mueller	Contact Name:	S. Yako	Total Pages	4
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		4																	
	5																		

Risk Assessment						Notes			
Item No	Task	Hazard	Initial Risk	Control Measures	Resid. Risk				
10	Changed traffic conditions (eg no line marking, changed line marking, forbidden turning movements, detours)	Motorist confused due to lack/ change of line marking, attempts forbidden turning movement causing MVA	H L2/C3	Always: - install RWA (T1-1) sign when traffic conditions change - install delineation or temp. line marking which has to be clearly visible in TGS - use traffic control to manage changed traffic conditions where required - check set-up before commencing work and during - install RW Speed Zone if conditions call of it which suit the road conditions Consider: - use VMSs	M L4/C4	<p>Site Specific Notes</p> <ol style="list-style-type: none"> Traffic Controllers have to ensure that signs that are not needed for aftercare TGSs are covered as per TINSW - TCAWS V6.1 - Sec. 7.10.1 The speed of traffic SHALL be reduced to 40 km/h when workers on foot are closer than 1.5m to traffic as per TINSW - TCAWS V6.1 - Sec. 4.3.5, Table 4-3. A PTCD sign relevant to the device used, such as Boom Barrier symbolic (T1-272n) or Signals symbolic sign (T1-30), or a Traffic Controller symbolic sign (T1-34) must be used to give advance warning of the presence of traffic control. A PREPARE TO STOP (T1-18) sign must also be used when traffic is required to stop at the traffic control location. The above signs must only be used when the traffic control is in operation and must be removed or covered up when traffic control is discontinued or during breaks, such as lunch as per TINSW - TCAWS V6.1 - Sec. 5.4.3, Table 5-11. Access to local businesses and driveways will be maintained during works. Unless otherwise shown on the TGS(s) and site specific notes. It is the Principal Contractors responsibility to seek permission prior to blocking public and private access. Access to bus stops to be maintained whenever possible. Any impact to bus services such as bus stops within the ITM or the closure of bus lanes require the approval of the relevant bus companies. Standard (700mm) cones must be positioned at a maximum spacing of 4m on approach to a traffic controller position (centerline or edge line) as per TINSW - TCAWS V6.1 - Sec. 6.2.5, Table 6-2. Signs should be duplicated for all lane status signs regardless of the vpd as per TINSW - TCAWS V6.1 - Sec. 6.5.6 and all speed zone signs as per TINSW - TCAWS V6.1 - Sec. 4.5.5 As per TINSW - TCAWS V6.1 - Sec. 4.6.3 where the maximum queue length can be predicted in advance, the primary PREPARE TO STOP sign must be located such that the distance from this sign to the end of the queue is not less than D, see Figure 4-4. The B size PREPARE TO STOP sign should be used in this application. The distance may need to be adjusted if the queue length proves to be underestimated. If the primary PREPARE TO STOP sign needs to be placed more than 4D, approximately 15 seconds of travel time from the control point, repeater PREPARE TO STOP signs at intervals of not more than 4D should be provided between that point and the control point to provide for conditions after the queue has dispersed. In any relocation of the primary PREPARE TO STOP sign, the distance D to the roadwork ahead sign must be maintained. A minimum lane width of 3m have to be maintained for traffic speeds < 65km/h In accordance with Section 8.2 Record keeping of ITM documentation, roadwork speed zones must be inspected and associated documentation examined on a regular basis. The ITCP qualified person must ensure that speed restriction signs are properly erected, conflicting signs are covered and advance signs are in place, when inspecting the traffic control on the site. <p>Implementation Instructions</p> <p>Before work commences, signs and devices at the approaches to and within the work area SHALL be implemented in accordance with the approved Traffic Guidance Schemes and the Traffic Control Companies Safe Work Method Statements, in the following sequence:</p> <ol style="list-style-type: none"> Traffic Controllers implementing signage are to ensure all signage is available for implementation prior to shift. Signs & devices in side streets leading into the works are to be implemented first. Where required, detours are to be in place before commencing any closures. All signage on arterial and main road alignments to be implemented with the flow of traffic. Signs are to be implemented in all non affected lane(s) first and all conflicting signs are to be covered. Signs in the affected lane to be implemented: Taper, Speed Reduction, Safety buffer (if applicable), and Delineation to be implemented with the traffic flow. Conflicting signs to be covered in process. Ensure signs & devices are correct before works commence. Once works have finished, Traffic Control are to pick up delineation and taper's in reverse. Then pick up advance warning signs with the flow of traffic. A TGS must be installed, maintained and removed in a planned and safe manner. The implementation of a TGS must only be undertaken by an IMP qualified person. (TINSW - TCAWS V6.1 - Sec. 7.10.1) Signs and traffic control devices must be installed in a sequence via GPS, survey, landmarks, side streets or chainage in accordance with TCAWS V6.1 - Sec. 6.4 and AGITM Sec. 6.2 An implementation TGS should be provided if the risk of implementation is deemed high. The sequence of implementation should be determined as part of the drafting process in TGS or SWMS, rather than being determined on-site. (TINSW - TCAWS V6.1 - Sec. 7.10.2) <p>General Notes</p> <ol style="list-style-type: none"> The designer of the TGS must hold a current PWZ qualification issued by Safe Work NSW The TGS must be prepared in accordance with TINSW - TCAWS V6.1 (issued on 28 Feb 2022). Any departures in situations were the min. requirements contained in the TCAWS are not achievable, or are not achieving the required level of risk management must be documented as per Sec. 2.8. The TGS MUST be read in conjunction with the associated risk assessment. It is the clients responsibility to have all necessary permits on site before commencing works. The TGS SHALL ONLY be implemented by either an "Implements Traffic Control Plan" ITCP or "Prepare Work Zone Traffic Management Plan" PWZTMP qualified person. Before the commencement of works, a toolbox talk needs to be held. A "TM Inspection checklist" must be filled out prior to the implementation of the TGS and a "Post site inspection confirmation" must be filled out after the completion of works as per TINSW - TCAWS V6.1 - Appendix E3 & E4. Traffic Controllers need to identify and make note of escape routes prior to the commencement of works. Hand held UHF radios are to be utilized where required to communicate between traffic control & site vehicles. The Principal contractor has to notify local Emergency Services prior to the commencement of works. Traffic Controllers have to ensure that the ROL (if required) has been activated prior to each shift and deactivated once shift has ended via the TMC web app. Advance signs SHALL be mounted at a minimum height of 200mm displayed as prominently as possible by selecting the longitudinal location of the sign for best sight distance for approaching traffic. Signs continuously required for works which will be in progress for periods longer than 2 weeks should be erected in a permanent manner, e.g. on posts sunk into the ground, and duplicated on the right side of the road. Traffic volumes should be monitored throughout the implementation of the TGS(s). In the event queue lengths become unmanageable, works should cease if possible and traffic cleared before recommencing. <p>Pedestrian and Cyclist Management</p> <p>All pedestrian & cyclist control measures, for the duration of the construction works will be monitored as required for effectiveness & improvements. Appropriate warning signage and directional signage will be in place and monitored throughout the works as per the provided TGS's attached to this document. Where current documented control measures are ineffective, A PWZTMP qualified person(s) should be contacted to suggest changes.</p> <p>Adjustment & Modification of TGS</p> <p>IMP Qualification Holders:</p> <p>ITCP qualified person must ensure that the TGS is implemented as approved. Minor adjustments can be completed in accordance with TINSW - TCAWS V6.1 - Sec. 7.10.3. Modifications will be recorded on the TGS checklist and a signed copy will be available on-site.</p> <p>PWZ Qualification Holders:</p> <p>- Modifications to a Site Specific TGS must be approved by a PWZTMP holder or another relevant qualification holder. Modifications must be supported by a TMP or risk assessment to ensure that all site-specific conditions and risks have been considered and mitigation measurements identified and implemented in the TGSs</p> <p>- If risk is identified during the implementation of the TGS and requires modification outside of the tolerance, works must be stopped until an updated TGS is drafted and approved by a PWZ qualified person prior to works recommencing. (TINSW - TCAWS V6.1 - Sec. 7.10.4)</p> <p>- Any anomalies or inconsistencies found in the TGSs being used must be recorded and reported back to the PWZ qualified TGS designer.</p>			
11	Weather Conditions - rains - wind - fog - snow	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - monitor weather and traffic - check setup to ensure signs are visible on a regular basis. If visibility has been obstructed, consider shifting signs, duplicate, or repeat. Consider: - additional advance warning signage - liaise with client to reconsider stop works and postpone then until weather conditions have eased	M L3/C4				
12	Delays due to queued traffic beyond advanced warning signs	Weather conditions reduces visibility and wet road surface causes road to be slippery increasing the risk of a collision with workers, plant or other motorists, wind blows signs over	H L2/C3	Always: - work in accordance with the approved Permit/ ROL - use two-way communication with trucks and give them priority whenever possible - monitor queue lengths - install additional signs or use additional traffic controllers or stop work and clear traffic if end of queue extends beyond the advance warning signs as per TCAWS V6.1, Sec. 4.6.3: End-of-Queue Management - give emergency vehicles & wide loads priority (i.e. stop work & traffic) Consider: - working outside peak periods - liaising with TMC for assistance with traffic signal phasing - using VMS's - notifying emergency services - use of flashing beacon to be added to advance warning signage - use of queue monitors - ensure TGS has been designed to cater for the predicted queue lengths where required.	M L4/C3				
13	After Care	Inadequate signage resulting in motorists losing control and crashing or motorist becomes frustrated due to inappropriate signage	H L2/C3	Always: - install RWA (T1-1) if diverting traffic along a sidetrack, detour, or unexpected conditions, such as loose stones or the absence of line marking - cover any signs that are not applicable - erect condition signs as per TCAWS V6.1, Sec. 7.7.5: Aftercare - aftercare speed limit to suit road conditions	M L3/C4				
14	Pedestrians & Cyclists	Pedestrian and/or cyclist enters the work area or travel lane and get hit by motorist or plant	VH L1/C3	Always: - ensure TGS design caters for all road users including pedestrians and cyclists, always clearly delineate the work area. - do not obstruct pedestrian and cyclists travel paths with traffic control signs and devices. - consider the use of additional warning and guidance signage for pedestrians, cyclists and motorists. - comply with shoulder and lane width criteria in the design of the TGS. - Ensure the use of existing or temporary ramps for crossing points. - undertake consultation to determine existing travel paths, desire lines, volumes, and types of users Consider: - use of traffic control at crossing points especially where contra-flow arrangements are in place - use of additional traffic controllers to monitor and assist pedestrian and cyclist movements where required	M L4/C3				
15	Construction Vehicle Movements/ Plant Movements	Construction vehicle/ Plant collides with motorist, workers, traffic controller or other construction vehicle/ plant	H L3/C3	Always: - ensure communication between drivers & traffic controllers via radio - construction vehicles/ plants have to give way to pedestrians, cyclists and live traffic - construction vehicles are only allowed to enter & leave site via "left in, left out" movements, where not possible Traffic controllers have to manage construction vehicles/ plants entering & leaving the site Consider: - using Traffic Control and/or Spotters to manage work vehicles - internal vehicle movement plan	M L3/C4				

 Allroad Group Pty Ltd 1300 515 162 ABN: 77 166 642 664	VERSION CONTROL	Ver	Date	Description	Project Information	Project Name:	Bypass works	TGS No:	ARG 25-0375 TGS	TGS Verification/ Review Information	Designed by:	Ronak Gandhi	Client Information	Client Logo:		Page Information	Review Date:	08/04/2025		
		1	18/03/2025	for approval		Project Description:	Bypass discharge MH AN1321742	TMP No:	N/A		PWZ Qual. No:	TCT0063633		Client Name:	D4C		Page No:	3		
		2	08/04/2025	no stopping updated		Project Location:	25 Sydney St, North Strathfield NSW 2137	Scale:	1:500		North Code:			Signature:			Contact Name:	S. Yako	Total Pages	4
		3										Reviewed by:		Franziska Mueller	Contact No.:		0458 166 657			
		4										PWZ Qual. No:		TCT0024272						
5																				



ITEM 5.2	MAJORS BAY ROAD, CONCORD, RENWICK STREET, DRUMMOYNE AND LINKS AVENUE, CONCORD - HALLOWEEN ROAD CLOSURE 2025
Author	Coordinator Traffic and Transport
Attachments:	1. Majors Bay Road, Concord - Halloween 2025 2. Renwick Street, Drummoyne - Halloween 2025 3. Links Avenue, Concord - TGS

STAFF RECOMMENDATION**THAT:**

1. The proposed road closure to facilitate a Halloween event on Friday 31 October 2025 at Majors Bay Road, Concord be considered between 12.00pm to midnight.
 2. The proposed road closure to facilitate a Halloween event on 31 October 2025 Renwick Street, Drummoyne be considered between 1.00pm to 10.30pm.
 3. The proposed road closure to facilitate a Halloween event on Friday 31 October 2025 at Links Avenue and Flavelle Street, Concord be considered between 4.00pm to 8.00pm.
 4. The road closure is in accordance with the attached Traffic Management Plan (or as otherwise refined based on feedback from stakeholders) and must be installed in accordance with the TfNSW Guidelines for Traffic Control at Work Sites and the relevant Australian Standards.
 5. The applicant liaises with Transport Management Centre (TMC), TfNSW, Bus Service Operators, Local Police, Fire Brigade and Ambulance Services to inform them of the proposed closures and obtains all the required permits for the event.
 6. The surrounding residents and/or businesses be notified of the closure period.
 7. The event on Majors Bay Road, Concord and Renwick Street, Drummoyne is categorised as a 'Class 2' Event and Links Avenue is categorised as a 'Class 3' Event.
-

EXECUTIVE SUMMARY

This report seeks the Committee's consideration of the proposed road closure in Concord and Drummoyne for this year's Halloween event.

BACKGROUND/DISCUSSION

The Halloween Festival on Majors Bay Road in Concord began as an initiative of the local business chamber with support from the City of Canada Bay. The annual event has continued to grow into a popular community event that attracts thousands of people each year. During this event, the street will come alive with a trick or treat trail, face painting, roving performers, live music, street games, and more.

Majors Bay Road, Concord

This year's event includes the closure of Majors Bay Road between Brewer Street to Little Cormiston Avenue on Friday 31 October 2025. The bump-in for the event will commence from midday with bump-out at midnight. The official event times will be between 5.00pm to 9.00pm.

As per previous years, pedestrian access will be maintained along all existing footpaths and crossing points surrounding the event site and will be managed by on-site traffic controllers.

Northbound vehicle detours have been identified through Little Cormiston Avenue, Cormiston Avenue, Shackel Avenue, Flavelle Street and Wellbank Street. Southbound vehicle detour has been identified through Brewer Street, Spring Street, Warbrick Street and Gallipoli Street. There will be uninterrupted access for all emergency services during the closure and will be guided by the on-site Traffic Controllers.

Traffic signals at the intersection of Majors Bay Road and Wellbank Street will be impacted by the closure and approval requests/ permits will be communicated with TfNSW, TMC, NSW Police prior to the event.

The TMP has also identified 3 bus stops to be temporarily closed during the event and bus routes to be diverted with all communication to be undertaken with the Bus Operators prior to the event.

The Traffic Management Plan (TMP) for the event location is attached, providing further details of the overall proposal and placement of VMS boards prior to the event.

Renwick Street, Drummoyne

This year's event includes the closure of Renwick Street and Ferry Lane between Day Street and Lyons Road. The closure will also incorporate Edwin Street between Alexandra Street and Victoria Road on Friday 31 October 2025. The bump-in for the event will commence from 1.00pm with bump-out at 10.30pm. The official event times will be between 4.00pm to 7.00pm.

As per previous years, pedestrian access will be maintained along all existing footpaths and crossing points surrounding the event site and will be managed by on-site traffic controllers.

Northbound vehicle detours have been identified through Day Street, Victoria Road and Lyons Road. Southbound vehicle detours have been identified through Lyons Road, Alexandra Street and Day Street. Residential access will be provided under the guidance of Traffic Controllers. There will be uninterrupted access for all emergency services during the closure and will be guided by the on-site Traffic Controllers.

The Traffic Management Plan (TMP) for the event location is attached, providing further details of the overall proposal and placement of VMS boards prior to the event.

Links Avenue & Flavelle Street, Concord

This year's event includes the closure of Links Avenue between Cumming Avenue and Majors Bay Road and Flavelle Street between Links Avenue and Correys Avenue on Friday 31 October 2025. This event location will be managed by Council staff with bump-in at 3pm and bump-out at 9pm.

Northbound vehicle detours have been identified through Cumming Avenue, Yaralla Street, Norman Street and Majors Bay Road. Southbound vehicle detours have been identified through Correys Avenue and Majors Bay Road. Residential access will be provided under the guidance of Traffic

Controllers. There will be uninterrupted access for all emergency services during the closure and will be guided by the on-site Traffic Controllers.

TIMING / CONSULTATION AND / OR RISK CONSIDERATIONS

Council will liaise with Transport Management Centre (TMC), TfNSW, Bus Service Operators, Local Police, Fire Brigade and Ambulance Services to inform them of the proposed closures and obtains all the required permits for the event as per previous years.

The surrounding residents and/or businesses affected by the closure will be notified in advance with assistance provided with access to their premises during the event.

FINANCIAL CONSIDERATIONS

The event will be budgeted through Council's Event Team.



TRAFFIC MANAGEMENT PLAN

STREET EVENT

Majors Bay Rd, Concord



Friday 31 October 2025

PREPARED FOR



by CATO Location Services

TABLE OF CONTENTS

TABLE OF CONTENTS	2
STATEMENT OF CONFIDENTIALITY & NON-DISCLOSURE	4
AUTHORITY OF THE TMP	5
TMP OBJECTIVE	5
DOCUMENT CONTROL	6
ABBREVIATIONS	7
DEFINITIONS	8
REFERENCE DOCUMENTS	8
1. GENERAL EVENT INFORMATION	9
1.1. EVENT SUMMARY	9
1.2. EVENT DETAILS	9
1.3. KEY EVENT CONTACTS	10
2. TRAFFIC MANAGEMENT	11
2.1. TRAFFIC IMPACT SUMMARY	11
2.2. TRAFFIC LIGHTS	12
2.3. TRAFFIC MANAGEMENT IMPLEMENTATION	12
2.4. EVENT MARSHALS	12
3. LOCATION	13
3.1. PRIMARY EVENT LOCATION	13
3.2. EVENT SITE MAPS	14
3.3. VEHICLE ACCESS TO SITE	14
3.3.3 BUMP IN/OUT VEHICLE MANAGEMENT PLAN	14
3.3.4 EVENT STAGING AND IMPLEMENTATION SCHEDULE	15
4. TRAFFIC AND TRANSPORT MANAGEMENT	16
4.1. EVENT IMPACT ON ROAD NETWORK	16
4.2. DETOURS AND DIVERSIONS	17
4.3. EVENT PARKING RESTRICTIONS	19
4.4. IMPACTS ON PUBLIC TRANSPORT	20
4.4.1. BUSES	20
4.4.2. TRAIN SERVICES	20
4.4.3. TAXI AND RIDE-SHARE PROVIDERS	20
4.5. CHANGES TO CYCLE ROUTES	20
4.6. HOSTILE VEHICLE MITIGATION	21
4.7. RE-OPENING THE ROADS AFTER THE EVENT	22
5. MINIMISING IMPACT ON THE NON-EVENT COMMUNITY	23



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

2

5.1.	ACCESS FOR LOCAL RESIDENTS AND BUSINESSES	23
5.2.	ACCESS FOR EMERGENCY VEHICLES	23
5.3.	EMERGENCY AND INCIDENT MANAGEMENT	24
5.4.	ADVERTISING TRAFFIC MANAGEMENT ARRANGEMENTS	24
5.5.	EVIDENCE OF NEARBY ONGOING ROADWORKS OR ACTIVITIES	24
6.	WORKPLACE HEALTH & SAFETY	25
6.1.	RISK ASSESSMENT PLANS	25
6.2.	CONSULTATION AND FEEDBACK	27
6.3.	PUBLIC LIABILITY INSURANCE	27
6.4.	NSW POLICE FORCE	27
6.5.	NSW FIRE & RESCUE AND NSW AMBULANCE	28
6.6.	EVENT DELAYS, POSTPONEMENT OR CANCELLATION	28
6.7.	EVENT PROMOTION	28
6.8.	VARIABLE MESSAGE BOARDS	29
7.	APPROVALS	30
7.1.	ROAD OCCUPANCY LICENCE	30
7.2.	EVENT ORGANISER APPROVAL	30
7.3.	AUTHORISATION TO REGULATE TRAFFIC	30
7.4.	PUBLIC LIABILITY INSURANCE	32
8.	ATTACHMENTS & DOCUMENTS	34
8.1.	ATTACHED DOCUMENTS	34



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AUTHORITY OF THE TMP

This Traffic Management Plan (TMP) is drafted to detail the overall description of the event, its function, impact, and stakeholder interactions.

Additional documents are produced to detail relevant aspects in conjunction with this TMP in more granular detail. Additional documents compiled by event stakeholders or external agencies shall not contravene the detail documented within this TMP.

Implementation of the proposed arrangements, and any subsequent changes are only valid once endorsed by the relevant agencies, and associated persons contained within Section 1.3 of this document.

In the event of an emergency response situation, NSW Police may vary the terms, details, aspects, directions or timings of this TMP on the day to ensure public safety and to respond to an emergency situation in a timely manner.

TMP OBJECTIVE

This TMP outlines the temporary traffic management arrangements for the proposed event.

The proposed plan outlines vehicular and pedestrian control measures in the Concord precinct to ensure the safety of patrons, pedestrians, residents, and both local and general traffic.

The measures will primarily ensure clear separation between pedestrian and vehicular traffic through various traffic management treatments while effectively regulating general traffic in the Concord precinct during the event.

In summary, the main objectives of this TMP are:

- + Provide an overall, high-level, description of the traffic management arrangements implemented,
- + Suitably describe arrangements to provide a safe area for the event, including bump in and bump out of event infrastructure.
- + Provide a framework for stakeholders to develop site specific, or low-level plans,
- + Serve as a key document agreed by all parties as the final approval to conduct the event,
- + Minimise impact on non-event community and emergency services, and
- + Maintain use of public transport services around the event location.



DOCUMENT CONTROL

This document is uncontrolled once printed – the final version with specifications and site diagrams will be locked for printing and restricted by password.

A copy of the final version will be supplied to the event organiser prior to the event.

Version	Prepared by	Date	Comments	Reviewed by
1.0	Katerina Stewart	21/7/2025	Initial draft	Anna Rosa



ABBREVIATIONS

Term	Definition
TMP	Transport Management Plan
TGS	Traffic Guidance Scheme
VMS	Variable Message Sign
HVM	Hostile Vehicle Mitigation
TMC	Transport Management Centre
SMP	Security Management Plan
TfNSW	Transport for NSW
SETTI	Special Event Traffic and Transport Information
ICMP	Integrated Crowd Management Plan
CBD	Central Business District
PAC	Police Area Command
WHS	Work Health and Safety
SWMS	Safe Work Method Statement



DEFINITIONS

Term	Definition
Hostile Vehicle Mitigation	Strategies to limit vehicle access in crowded areas help reduce risks and can also protect pedestrians from reckless or impaired drivers, lowering emergency risks.
Road Occupancy Licence	A conditional permit granting permission to use or occupy designated road space at specified times.
Safe Work Method Statement	A document outlining the work being performed, associated risks, hazards, and control measures to eliminate those risks.
Special Event Clearway	A parking restriction with tow-away enforcement during specified hours, established only by TfNSW and enforced by police.
Traffic Controller	A SafeWork NSW-certified individual responsible for directing traffic per a Traffic Guidance Scheme (TGS) and transport management plan.
Event Area	Designated area where event-related activities are taking place.
Portable Variable Message Boards	Portable electronic signs mounted on trailers, easily relocated and positioned strategically. Messages can be updated remotely using dedicated software.

REFERENCE DOCUMENTS

Title	Version
Guide to Traffic and Transport Management for Special Events	v3.5, July 2024
Traffic Control at Worksites Technical Manual	v6.1, February 2022
Workplace Health and Safety ACT NSW	2011
Workplace Health and Safety ACT Amendments NSW	2023
Workplace Health and Safety Regulation NSW	2017
Safe Work NSW website – www.safeworkaustralia.nsw.gov.au	Current website.
Working near Sydney Light Rail – www.transdev.com.au/solutions/work-access-permits/	Current website.
Safe Work Code of Practice – First Aid in the workplace	January 2020
Safe Work Code of Practice – Hazardous Manual Tasks	August 2019
Safe Work Code of Practice – Managing the risks of plant in the workplace	December 2022
Safe Work Code of Practice – How to manage work health and safety risks	August 2019
Safe Work Guideline – Traffic Management: Guide for Events	April 2021
Hostile Vehicle Guidelines for Crowded Places – Australian National Security	2017
Australia's Strategy for Protecting Crowded Places from Terrorism (nationalsecurity.gov.au) - Australian National Security	2023



1. GENERAL EVENT INFORMATION

1.1. EVENT SUMMARY

Canada Bay Council will be hosting the annual Halloween Street Party within the local council area at the following location:

+ Major Bays Road, Concord

The Halloween Street Party is a community event celebrating Halloween with themed entertainment, live performances, food stalls, market vendors, children's activities, and more.

This family-friendly event is non-ticketed and free to all attendees. It will run from 17:00PM to 21:00PM on 31 October 2025.

To facilitate the event, Canada Bay Council, in conjunction with CATO Location Services, will temporarily close Major Bays Road, between Brewer Street & Little Cormiston Avenue, enabling safe use of the roadway for event activities.

Canada Bay Council, the event organisers, and CATO Location Services acknowledge the Wangal People as the Traditional Custodians of the land on which the event will be held.

1.2. EVENT DETAILS

Event Date:	Friday 31 st October 2025
Event Times:	17:00PM - 21:00PM (Not inclusive of set up and pack down times)
Event Venue:	Majors Bay Road, Concord
Expected Attendance:	Approximately 6,000
Target Market:	All demographics
Bump-in:	12:00PM – 17:00PM Friday 31 st October 2025
Bump-out:	21:00PM – Midnight Friday 31 st October 2025
Traffic Closure Start:	12:00PM Friday 31 st October 2025
Traffic Closure End:	Midnight Friday 31 st October 2025



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

9

1.3. KEY EVENT CONTACTS

Event Organiser: City of Canada Bay Council
Event Manager: Erin Matic
Event Manager Phone: 0422 723 579
Event Manager Email: Erin.Matic@canadabay.nsw.gov.au

Venue Owner: City of Canada Bay Council
Venue Manager: City of Canada Bay Council
Venue Owner Phone: 02 9911 6555
Venue Owner Email: council@canadabay.nsw.gov.au

Police Area Command: Burwood Police PAC
Police Contact: TBC
Police Phone: 02 9745 8499
Police Email: TBC

TfNSW Contact: TBC
TfNSW Phone: TBC
TfNSW Email: TBC

Traffic Control Provider: CATO Location Services
Traffic Control Contact: Anna Rosa
Traffic Control Phone: 0466 388 421
Traffic Control Email: Anna@catolocationsservices.com.au



2. TRAFFIC MANAGEMENT

2.1. TRAFFIC IMPACT SUMMARY

The Halloween Street Party will impact several streets within the Canada Bay Council area to ensure a safe, well-managed environment for all attendees. This popular, family-friendly event will feature themed decorations, local business activations, amusement rides, comfort seating, and live entertainment. It is a free, non-ticketed event open to all ages, with a large portion of attendees expected to be families with young children.

The following road closures will be implemented using hard road closure points to maintain a secure event perimeter, effectively manage pedestrian flow, and minimise disruption to the surrounding area:

Road Closures:

Road	Closure Extent	Notes
Majors Bay Road (NB)	Little Cormiston Avenue to Brewer Street	Resident access only from Little Cormiston Ave to ramp north of No. 46
Majors Bay Road (SB)	Brewer Street to Gallipoli Street	
Wellbank Street	Majors Lane to first driveway west of Majors Bay Road	
Brewer Street Carpark	Entire carpark	
Jellicoe Street	Majors Bay Road to Gallipoli Lane	

Pedestrian Access:

Pedestrian access will be maintained along all existing footpaths and crossing points surrounding the event site. Within the event area, access will be limited and managed through containment fencing and designated entry/exit points to ensure crowd control and public safety.

Pedestrian access will be maintained along surrounding footpaths, with containment fencing installed to manage entry points into the event zone.

Crowd movement within the event space will be managed in accordance with the event's Security Management Plan, available through the Event Organiser listed in Section 1.3.

Traffic control personnel will be positioned at key locations to facilitate a safe and efficient traffic environment for both event attendees and the broader community.



2.2. TRAFFIC LIGHTS

Traffic signals at intersection ID #1772, located at the corner of Majors Bay Road and Wellbank Street, Concord, will be impacted by the planned road closures for the event. These signals may experience altered operation or phasing due to the closure of Majors Bay Road. Any changes to signal operations will be managed under the direction of NSW Police, Transport for NSW, or the nominated Traffic Management Provider.

Signal ID	Intersection Location	Impact	Management Authority
1772	Majors Bay Road & Wellbank Street, Concord	Signal operations and phasing will be affected due to event road closures	NSW Police, Transport for NSW, or nominated Traffic Management Provider

2.3. TRAFFIC MANAGEMENT IMPLEMENTATION

The implementation of the Traffic Guidance Schemes (TGS'), including road closures, and overarching responsibility remains with the traffic management company engaged by the event organiser.

Temporary traffic control equipment, barricades, and signage must be placed in accordance with the Traffic Guidance Schemes by authorised Traffic Controllers who possess a TfNSW execute traffic guidance schemes certification, formally known as "Implement Traffic Control" Licence.

Other qualifications that are required by the authorised Traffic Controllers include (but not limited to):

- + General Construction Induction (also known as "White Card")
- + Traffic Controller Licence (also known as "Blue Card")
- + Implement Traffic Control Licence (also known as "Yellow Card")
- + Prepare Work Zone TMP Licence (also known as "Orange Card")

2.4. EVENT MARSHALS

The Event Organiser must ensure that all event marshals receive appropriate training to understand their responsibilities and operate safely.

Marshals are primarily responsible for guiding and assisting event participants and attendees. They do not have legal authority to control vehicle or pedestrian movements, except within road closure areas established under relevant legislation (e.g. escorting official vehicles or managing crowds during a road event).

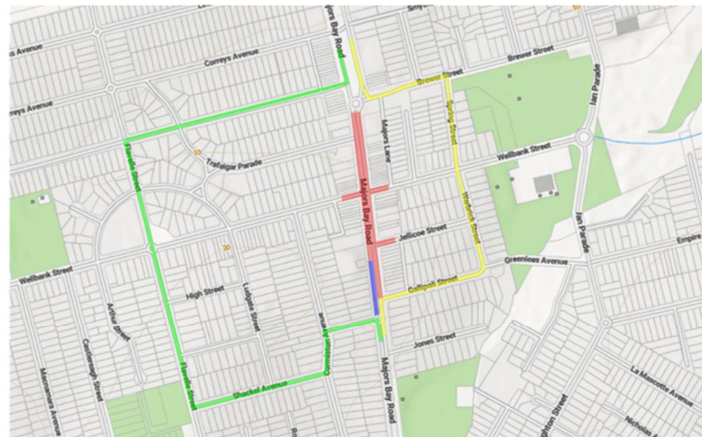
Marshals must act under the direction of the Event Organiser or NSW Police, who are responsible for providing clear instructions to ensure safe operations at all times.



3. LOCATION

3.1. PRIMARY EVENT LOCATION

Road Name	Closure Extent	Closure Type	Notes
Majors Bay Road (NB)	Little Cormiston Avenue to Brewer Street	Full Closure	Resident access permitted up to ramp north of No. 46 Majors Bay Rd
Majors Bay Road (SB)	Brewer Street to Gallipoli Street	Full Closure	No through access during event
Wellbank Street	From Majors Lane to No. 13 Wellbank Street	Full Closure	Local access managed as required
Brewer Street Carpark	Entire carpark	Full Closure	Closed to all public and vehicular access during the event
Jellicoe Street	From Majors Bay Road to Gallipoli Lane	Full Closure	Access restricted for event safety and infrastructure setup



Colour	Meaning
Red	Road Closures / No Access
Green	Northbound Detour
Yellow	Southbound Detour
Blue	Resident Access Permitted

Refer to section 4.2 for detours



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

13

3.2. EVENT SITE MAPS

Detailed event site plans are being prepared and will be updated closer to the event within the Event Management Plan. Refer to the Event Organiser in section 1.3 of this document for the latest site plans.

3.3. VEHICLE ACCESS TO SITE

To ensure public safety, all vehicle movements during bump-in and bump-out periods will be strictly controlled by the Event Manager. Access will be permitted only at walking pace with hazard lights activated, and all authorised vehicles must be clearly identifiable at all times.

Event vehicles will enter and exit the site in a coordinated manner to minimise congestion. An access option has been identified within this Traffic Management Plan, and the Event Manager will assess and communicate the most practical option to all event staff prior to vehicle movements.

Uninterrupted access for emergency services will be maintained at all times, and pedestrian movement must not be obstructed under any circumstances.

Once road closures—and any hostile vehicle mitigation (HVM) measures, if applicable—are fully installed and the event has commenced, no vehicle access will be permitted within the event footprint, except for emergency services.

3.3.3 BUMP IN/OUT VEHICLE MANAGEMENT PLAN

Zone	Location	Access Point	Approach Direction	Exit Direction
Zone A – Eastern Stalls	Eastern side of MBR (Wellbank St to Davidson Ave)	Enter via Wellbank St, turning left into MBR	From Majors Ln, eastbound on Wellbank St	Continue straight along MBR to exit via Davidson Ave
Zone B – Eastern Stalls	Eastern side of MBR (Wellbank St to Jellicoe St)	Enter directly via Majors Bay Rd	Approach northbound on MBR	Exit via left turn on Wellbank St
Zone C – Western Stalls	Western side of MBR Wellbank St to Brewer St	Enter via Majors Bay Rd	Approach southbound on MBR (from Concord Rd side)	Exit via left turn on Wellbank St
Zone D – Western Stalls	Western side of MBR (Wellbank St to Gallipoli St)	Enter via Wellbank St turning into MBR	From Davidson Ave, westbound on Wellbank St	Continue straight along MBR to exit



3.3.4 EVENT STAGING AND IMPLEMENTATION SCHEDULE

Activity	Description	Duration
Traffic Signage Installation	Install all temporary traffic signs (advance warning, detours, closures, etc.)	11:00 AM – 12:00PM
Road Closures Implemented	Establish hard closures with barricades, cones, and traffic control personnel	12:00 PM
Bump-In Vehicles Enter & Exit	Allow event setup vehicles to access, unload, and vacate the area safely	12:00 PM – 17:00 PM
HVM Installed (Hostile Vehicle Mitigation)	Deploy HVM barriers once bump-in vehicles have exited	As scheduled
Event Commences	Event begins. No vehicle access permitted within event footprint except emergency services	17:00 PM – 21:00 PM
HVM Removed (Hostile Vehicle Mitigation)	Remove hostile vehicle mitigation devices under supervision	21:00 (or when deemed safe to do so)
Bump-Out Vehicles Enter & Exit	Allow stallholders and crews to pack down and exit in a coordinated manner	21:00 PM – 00:00 AM
Road Closures Removed	Reopen roads progressively as safe to do so, under traffic control supervision	00:00 AM
Traffic Signage Removal	Remove all temporary signage once roads are fully reopened and safe	00:00 AM - 01:00 AM



4. TRAFFIC AND TRANSPORT MANAGEMENT

4.1. EVENT IMPACT ON ROAD NETWORK

The event area encompasses a mix of residential properties and commercial premises, including multiple businesses and residents located along Majors Bay Road and adjoining streets. Due to the extent of the closures, all properties within the defined footprint will require advance notification to ensure they are informed of access changes and event-related impacts.

Group	Location / Description
Residents	Properties fronting Majors Bay Road between Little Cormiston Ave and Gallipoli St
Businesses / Shopfronts	Along Majors Bay Road, particularly between Brewer St and Davidson Ave
Residential Properties	Along Wellbank Street, on both the eastern and western approaches to MBR
Commercial Tenancies	Adjacent to and surrounding the Brewer Street carpark
Residents	Along Jellicoe Street between Majors Bay Road and Gallipoli Lane



4.2. DETOURS AND DIVERSIONS



Colour	Meaning
Red	Road Closures / No Access
Green	Northbound Detour
Yellow	Southbound Detour
Blue	Resident Access Permitted

Northbound Detour

Step	Direction	Road Name	Distance
1	↑	Majors Bay Rd	68 m
2	←	Little Cormiston Ave	103 m
3	←	Cormiston Ave	80 m
4	→	Shackel Ave	270 m
5	→	Flavelle St	536 m
6	→	Davidson Ave	444 m
7	←	Majors Bay Rd	63 m



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

17

Southbound Detour ☐

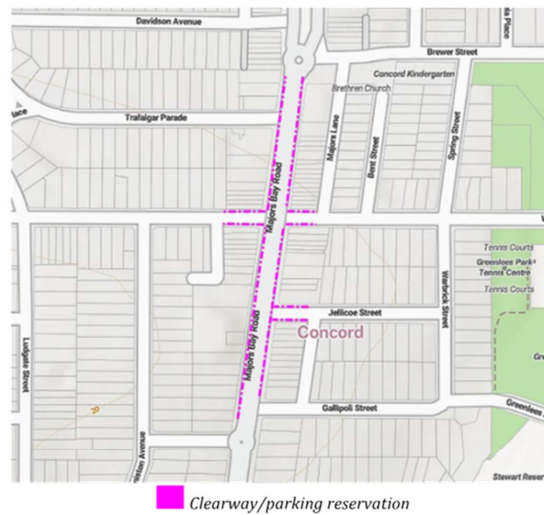
Step	Direction	Road Name	Distance
1	↓	Majors Bay Rd	67 m
2	←	Slight left toward Brewer St	25 m
3	←	Brewer St	156 m
4	→	Spring St	181 m
5	↓	Warbrick St	198 m
6	→	Gallipoli St	214 m
7	←	Majors Bay Rd (to No. 9)	74 m



4.3. EVENT PARKING RESTRICTIONS

To ensure a safe and pedestrian-friendly environment for all event patrons, either a temporary clearway will be installed, or parking reservations will be organised in advance of the event. Where parking reservations are required, Council will coordinate the implementation ahead of the event.

Street Name	Cross Streets	Sides
Majors Bay Road	Little Cormiston Avenue to Brewer Street	West
Majors Bay Road	Brewer Street to Gallipoli Street	East
Wellbank Street	Major Lane to No. 13 Wellbank Street	Both
Jellico Street	Majors Lane & Majors Bay Road	Both
Brewer Street, Car Park	Both Sides of Majors Lane	Both



4.4. IMPACTS ON PUBLIC TRANSPORT

The proposed event is to be scheduled for Friday the 30th of October 2025. Public transport options for event patrons and general passenger movement will therefore operate on a weekday timetable.

The various impact and changes to public transport options, stations and stops will be as follows:

4.4.1. BUSES

Affected Bus Stops

Stop Id	Location	Buses	Status	Bus Stop Relocation
213738	Concord Shops Majors Bay Rd	410, 464, 466 & 502	Temporarily closed	2137106
213779	Concord Shops Majors Bay Rd	410 & 464	Temporarily closed	213757
213780	Majors Bay Rd at Gallipoli St	410 & 502	Temporarily closed	213777

4.4.2. TRAIN SERVICES

As part of the proposal, no train stations will be closed or impacted. Train services will remain operational around the area. It is anticipated that patrons may use Train services, however minimal impact is expected as Train services in the area provide capacity under existing timetables.

4.4.3. TAXI AND RIDE-SHARE PROVIDERS

Taxis and ride-share providers will continue to have access to the road network around the closures as per other road users.

No additional drop off or pick up standing zones will be arranged for these providers.

4.5 CHANGES TO CYCLE ROUTES



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

20

Canada Bay Local Government Area has a variety of cyclist friendly paths or routes throughout the local government area. The paths or routes are categorised as:

- + Separated (or designated) bicycle paths,
- + Shared user paths, and
- + Marked on-road bicycle routes.

The event road closures will not affect any designated cycle paths. All cyclists that utilise any of the abovementioned paths will be redirected around the event location on the existing road or shared path network.

Cyclists will still be able to dismount and walk their bikes through the event site. All existing cycle routes will remain in place and operational around the event site.

More information on this topic can be located at:

<https://www.canadabay.nsw.gov.au/community/parking-and-transport/bicycles>

4.6 HOSTILE VEHICLE MITIGATION

The road closures are designed to create a pedestrian-friendly zone for the event and ensure a safe environment for attendees.

In coordination with the nominated Security Advisor, the Event Organiser will develop a Hostile Vehicle Mitigation (HVM) and Target Hardening Plan for the event.

Once the closures are in place, HVM vehicles or barriers will be positioned at each entry point as outlined in the HVM Risk Assessment, under the direction of the nominated HVM Security Advisor. These measures will prevent unauthorised or errant vehicle access to the site. A designated driver will remain with each HVM vehicle at all times to facilitate emergency access if required.

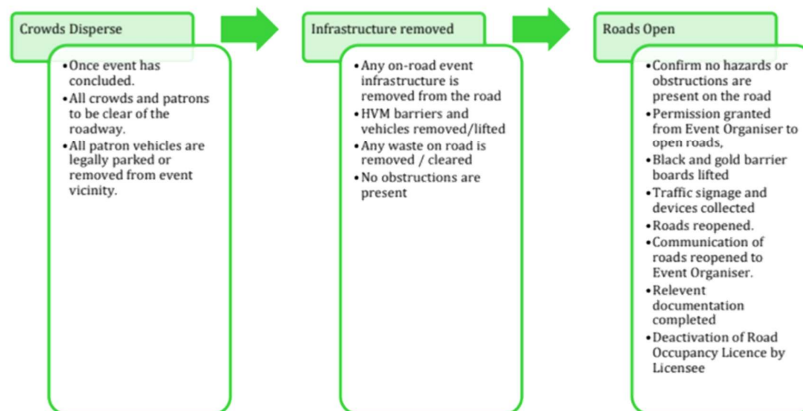
After the HVM installation is complete, the nominated HVM Security Advisor will be on-site to verify the positioning and effectiveness of all devices. The Event Manager must approve any movement of vehicles once in place to allow access when necessary.



4.7 RE-OPENING THE ROADS AFTER THE EVENT

The event road closures are scheduled to reopen at 00:00am however, this may occur earlier if the road is clear, deemed safe, and only with the final approval of the Event Organiser.

The formal road reopening process depends on several factors, including patron movement, infrastructure pack-down, potential delays, safety considerations, and other variables. An overview of the reopening procedure is outlined below:



5. MINIMISING IMPACT ON THE NON-EVENT COMMUNITY

5.1. ACCESS FOR LOCAL RESIDENTS AND BUSINESSES

The road closures for the event will include areas surrounding local businesses and residential properties. Pedestrian access to homes and businesses will be maintained at all times.

The Event Organiser will provide direct notifications to residents and businesses affected by the event, including details on restricted vehicle access during event hours. Additionally, any necessary adjustments to commercial waste collection time or locations will be reviewed as part of the event planning process.

All non-local traffic will be redirected around the road closures and event location via the detours implemented.

The Event Organiser will notify any residents and businesses directly impacted by the event including confirmation of the restricted vehicle movements during the event operating times. This will include reviewing any requirements for changes to commercial waste collection time and/or locations.

5.2. ACCESS FOR EMERGENCY VEHICLES

A minimum four (4) metre emergency lane will be maintained along the entire closure to maintain access at all times. There will be no event infrastructure in the path of the emergency vehicle to obstruct access or the route. Authorised Traffic Controllers, Security and event staff will be onsite to assist emergency vehicle through the closure points to access the required destination.

Where HVM measures consist of a heavy vehicle, and emergency access is required, as noted above, a driver will always be present to temporarily move the vehicle to permit access.

Emergency services will be notified of relevant access points prior to the event and contact will be made with relevant staff for assistance.



5.3. EMERGENCY AND INCIDENT MANAGEMENT

In the event of an incident or accident, whether or not involving traffic or road users, traffic shall be stopped as necessary to avoid further incident.

First Aid shall be administered as necessary, and medical assistance shall be called for if required. For life threatening injuries an ambulance shall be called on telephone number 000. NSW Police shall also be called on 000 for traffic accidents where life threatening injuries are apparent. Any traffic crash resulting in non-life-threatening injury shall immediately be reported to relevant authorities, and Event Management.

Broken down vehicles and vehicles involved in minor non-injury crashes shall be temporarily moved to the verge as soon as possible after details of the crash locations have been gathered and noted. Where necessary to maintain traffic flow, emergency services shall temporarily move the involved vehicles to a safe area, providing there is no risk to vehicles and their occupants or event patrons. Suitable recovery systems and emergency protocol shall be used to facilitate prompt removal of broken down or crashed vehicles. Assistance shall be rendered to ensure the impact of the incident on the network is minimised.

All incidents and emergency responses shall have appropriate documentation completed and compiled within twenty-four (24) hours. If in doubt – guidance is sought from Event Management, NSW Police, or appropriate Supervisor on duty.

5.4. ADVERTISING TRAFFIC MANAGEMENT ARRANGEMENTS

The Event Organiser will advertise the road closures via social media, Council and Transport for New South Wales websites.

If required, road closures will also be communicated through trailer-mounted Variable Message Signs (VMS) to alert road users of the upcoming event and the planned road closures.

5.5. EVIDENCE OF NEARBY ONGOING ROADWORKS OR ACTIVITIES

The Event Organiser will maintain close communication regarding any concurrent works or developments that may be affected by the event.

At the time of drafting this document, no adjacent roadworks have been identified, and the Traffic Guidance Schemes have been planned accordingly.



6. WORKPLACE HEALTH & SAFETY

6.1. RISK ASSESSMENT PLANS

A Risk Management approach is a fundamental part of the planning for any event. The safety risk identification, assessment and control processes are legal obligations (as per the WHS Act and Regulation 2011) and should be aligned with AS/NZS ISO 31000 Risk Management – Principles and Guidelines. Broader event risk management is best practice and a fundamental part of due diligence.

Canada Bay Council has compiled Risk Assessments and site-specific safety plans for the events that are not included in this Transport Management Plan.

This section of the Transport Management Plan describes the possible issues/risks that may interfere with the event and the action to be taken to minimise the disturbance of the event.

Issues / Risks	Applicable	Action Taken
All one-way streets are as described	YES	Road closures, barricade and signage installed. Point duty by NSW Police and or authorised Traffic Controllers.
Block access to local businesses	YES	Confirm list of letters to residents, businesses, and car parks. Advertisement of event to general public.
Block access to local residence	Yes	Consultation with residents prior to event, and maintain access at all times
Block Police vehicle access	NO	Confirm access and consultation of routes to and within areas affected by closures with Emergency Services.
Block Ambulance access	NO	Confirm access and consultation of routes to and within areas affected by closures with Emergency Services.
Block fire station access	NO	Normal access to fire station facilities are maintained. Confirm access and consultation of routes to and within areas affected by closures with Emergency Services.
Block heavy vehicle access	YES	All heavy vehicles are diverted before the closure.
Restricted movements banned turns, heavy/high vehicles	YES	All vehicles are diverted before the closure.
Block Public facility (football oval, car park etc.)	YES	Surrounding public parking to remain accessible at all times.
Block public transport access	NO	Buses diverted around closure.
Can route use alternatives such as bicycle tracks, paths, parks, bush tracks etc.?	NO	None required



Construction – existing, proposed that may conflict	NO	None required
Numbers of lanes and their width are as described	YES	TGS reflects current road conditions.
Road signage existing/temporary	YES	None required Temporary signage Installed and removed by the traffic management company.
Route impeded by traffic calming devices?	NO	None required
Signalised intersections (flashing yellow? Point duty?)	NO	As required by NSW Police
Tidal flows	NO	None required
Traffic generators shopping centres, schools, churches, industrial area, hospitals	NO	Not affected.
Traffic movement contrary to any Notice	YES	Under the direction of traffic controllers
Traffic signals are as described	YES	Controlled by TMC if required
Turning lanes are as described	YES	TGS reflects current road conditions.
Letter Drop Zone Maps to indicate precincts mailed	YES	Notification to be arranged by Event Organiser
Heavy Weather	YES	Heavy weather may cause crowds to depart early or organiser consider delaying/cancelling the event
Flood hazard in event area	NO	None required.
Flood hazard at the parking area	NO	None required.
Bush fire hazard	NO	None required.
Accident on surrounding roads	YES	If CCTV, monitored by TMC. Facilitate emergency response to area.
Breakdown on surrounding roads	YES	If CCTV, monitored by TMC. Facilitate emergency response to area.
Absence of marshals and volunteers	YES	Re-deploy existing staff as required.
Delayed Event	YES	At the discretion of the event organiser
Cancellation of Event	YES	Cancellation of any aspect of the event will be communicated by the event organiser.
Security of participants/general public	NO	The designated security contractor will be briefed before the event and remain on-site throughout its duration. All security personnel will maintain communication via two-way radio.



Security of very important persons (VIP's)	NO	The security contractor will coordinate with the Event Organiser regarding arrival and departure times and exercise discretion if VIPs are attending the event.
--	----	---

6.2. CONSULTATION AND FEEDBACK

Consultation and feedback are essential components of event management, ensuring effective planning, operation, and execution throughout the event lifecycle.

During the planning process, event management collaborates closely with stakeholders at each stage to refine event preparations, applications, and execution strategies.

Feedback is gathered from event staff, contractors, suppliers, patrons, and stakeholders both during and after the event. This insight helps identify areas for improvement, enhance future events, strengthen stakeholder trust, mitigate risks, and improve overall attendee satisfaction, contributing to a continuously evolving and enhanced event experience.

6.3. PUBLIC LIABILITY INSURANCE

The Event Organiser holds Public Liability Insurance valued at \$20,000,000, covering all activities associated with the event. A copy of this policy can be obtained by Event Organiser listed in section 1.3 of this document.

All contractors completing activities as part of this event are also required to hold a valid Public Liability Insurance to the value of \$20,000,000.

All contractors or companies engaged to provide consulting services such as the production of TGS and TMP's must hold Professional Indemnity Insurance.

6.4. NSW POLICE FORCE

The Burwood Police Area Command (PAC) will be involved in the planning of proposed event at Majors Bay Rd, Concord.

The PAC will be involved via Council's Traffic Committee and planning consultation meetings, Including aspects relating to use of the roadway, closure of selected roads, hostile vehicle mitigation and crowd management. Internal departments will be formally notified at least two weeks prior to the event taking place.



6.5. NSW FIRE & RESCUE AND NSW AMBULANCE

NSW Fire & Rescue and NSW Ambulance will be notified at least two weeks prior to the event taking place.

6.6. EVENT DELAYS, POSTPONEMENT OR CANCELLATION

Any decision to delay, postpone or cancel the event due to weather impacts or any other reason will be made by the Event Organiser and follow their protocols for emergency management. Once any decision is made in this regard it will be communicated to all relevant stakeholders as per the event's Emergency Management Plan.

6.7. EVENT PROMOTION

The Event Organiser will promote proposed event and the road closures taking place using a variety of methods in the weeks preceding the event including:

- + Social media platforms,
- + Websites,
- + Public transport websites (EG: <https://transportnsw.info/>, and <https://www.livetraffic.com/>)
- + Local signage where required, and
- + Trailor mounted VMS boards.



6.8. VARIABLE MESSAGE BOARDS

Trailer-mounted Variable Message Signs (VMS) are recommended to inform the local community and road users of upcoming road closures and changed traffic conditions. These signs may be installed at key approaches to the event site in the lead-up to and on the day of the event. The use of VMS should be coordinated in consultation with the relevant authorities listed in Section 1.3.

Proposed VMS messages are outlined below.

LOCATION 1	MESSAGES	
	1 WEEK PRIOR TO EVENT COMMENCEMENT	EVENT DAY
151 Majors Bay Rd, Concord NSW 2137 (Facing Southbound Traffic)	EVENT Majors Bay Rd 31st Oct 2025 VISIT LIVETRAFFIC.COM	EVENT Majors Bay Rd UNTIL 00:00 CAUTION PEDESTRIANS ABOUT

LOCATION 1	MESSAGES	
	1 WEEK PRIOR TO EVENT COMMENCEMENT	EVENT DAY
2 Majors Bay Rd, Concord NSW 2137 (Facing Northbound Traffic)	EVENT Majors Bay Rd 31st Oct 2025 VISIT LIVETRAFFIC.COM	EVENT Majors Bay Rd UNTIL 00:00 CAUTION PEDESTRIANS ABOUT



7. APPROVALS

7.1. ROAD OCCUPANCY LICENCE

A Road Occupancy Licence (ROL) will be obtained from the Road Occupancy Unit within Transport for NSW to cover all traffic management activities associated with the event. The ROL will apply from 12:00PM to 00:00AM on 31/10/2025 and must be in place prior to the commencement of the event.

7.2. EVENT ORGANISER APPROVAL

TMP Approved by:

(Name)

.....

(Signature) (Date)

7.3. AUTHORISATION TO REGULATE TRAFFIC

Council's traffic management requirements have been met. Regulation of traffic is therefore authorised for all non-classified roads described in the risk management plans and this TMP.

Regulation of Traffic Authorised by:

.....

(Council)

.....

(Name)

.....

(Signature) (Date)



The Transport for New South Wales (TfNSW) traffic management requirements have been met.
Regulation of traffic is therefore authorised for all classified roads described in the risk
management plans and this TMP.

Regulation of Traffic Authorised by:

.....
(TfNSW)

.....
(Name)

.....
(Signature) (Date)



7.4. PUBLIC LIABILITY INSURANCE

Copy not available at time of drafting this document. An up-to-date copy can be made available by contacting the Event Organiser as listed in Section 1.3 of this TMP



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

32



31st October 2024

Certificate of Currency Combined Liability

This Certificate of currency provides a summary of the policy cover and is current on the date of issue. It is not intended to amend, extend, replace or override the policy terms and conditions contained in the actual policy document. This certificate of currency is issued as a matter of information only and confers no rights upon the certificate holder. We accept no responsibility whatsoever for any inadvertent or negligent act, error or omission on our part in preparing these statements or in transmitting this Certificate by email or for any loss, damage or expenses thereby occasioned to any recipient.

Named Insured(s):	Cato Logistics Pty Ltd
Insurer(s):	Certain underwriters at Lloyds of London - 100%
Period of Insurance:	01 st November 2024 to 01 st November 2025 at 4.00pm A.E.S.T
Policy:	Public & Products Liability
Policy No:	QL10002429
Territorial Limits:	Worldwide Excluding USA & Canada
Limit of Liability:	Public Liability \$20,000,000 any one occurrence Products Liability \$20,000,000 any one claim and in the aggregate
Extensions:	Errors & Omissions Liability \$1,000,000 any one claim and in the aggregate
Deductible:	\$1,000 (inclusive of Costs and Expenses)
Business Description:	Security services, static guarding including traffic control and security services at non licensed venues (excluding crowd control at night clubs, strip clubs and bar operations), cleaning, equipment and vehicle hire for TV/Film Productions including but not limited to container PODS, honey wagons and production vehicles, heavy vehicle mitigation, unit managers, pavement contractor, printing, painting and coating of asphalt surfaces and incidental thereto.

Kind Regards,

Angelo Gannis

Angelo Gannis
State Executive, NSW
Aviso Specialty Pty Ltd

at: Level 2, Suite 1, 60 Pacific Highway, St Leonards NSW 2065

or: www.avisospecialty.com.au

ABN: 25 090 242 914 | AFSL No: 244396 | Aviso Specialty Insurance & Risk Advisory



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

33

8. ATTACHMENTS & DOCUMENTS

8.1. ATTRACHED DOCUMENTS

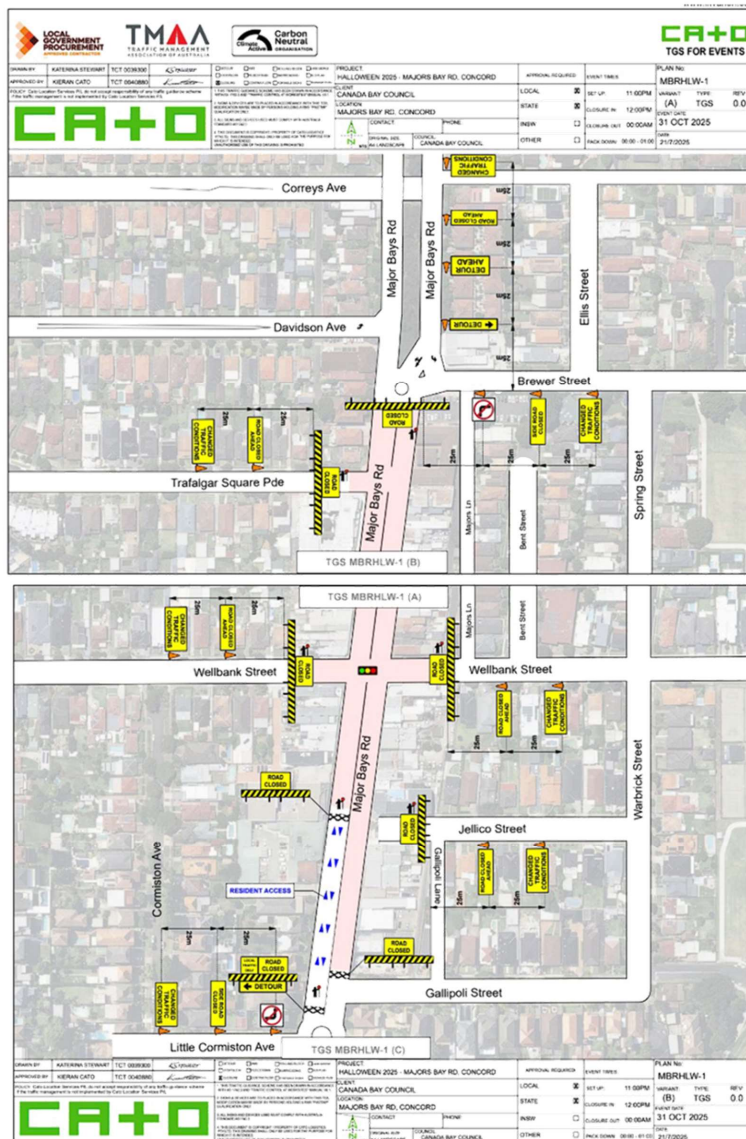
A TGS has been provided on the following pages showing:

- + The traffic management measures in place to facilitate the road closures,
- + Detours,
- + Brewer Street, Car park closure



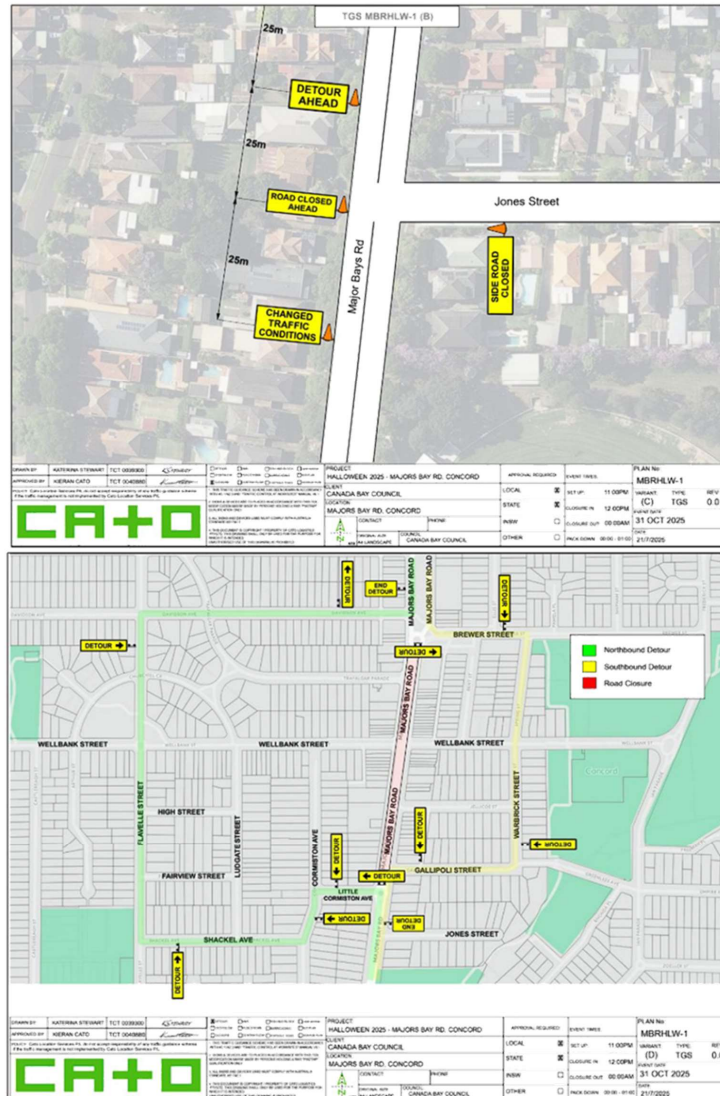
CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

34



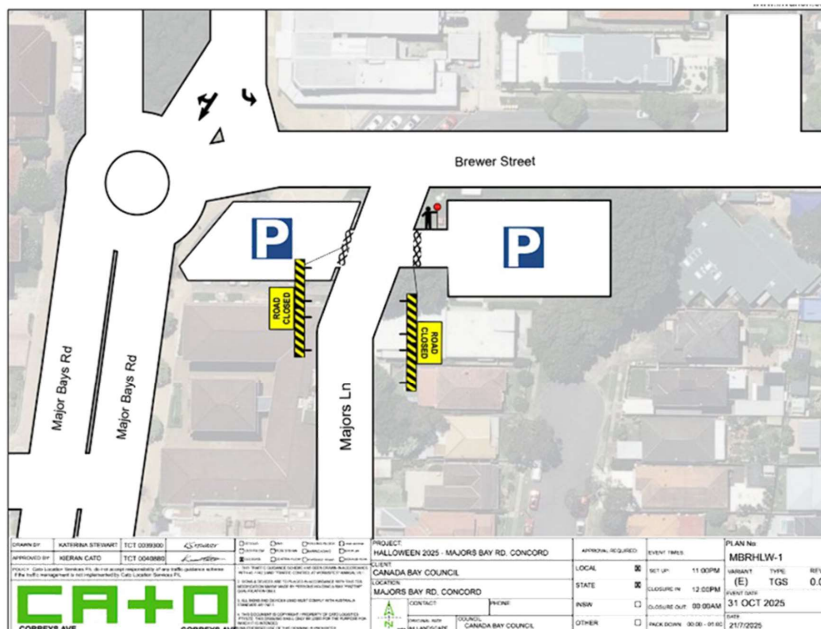
CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

35



CITY OF CANADA BAY – HALLOWEEN MJR 2025 –TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

36



CITY OF CANADA BAY – HALLOWEEN MJR 2025 – TRAFFIC MANAGEMENT PLAN
V1 - 20TH July 2025 – Katerina Stewart – License No. TCT 0039300

37



TRAFFIC MANAGEMENT PLAN

STREET EVENT

Renwick Street, Drummoyne



Friday 31 October 2025

PREPARED FOR



by CATO Location Services

TABLE OF CONTENTS

TABLE OF CONTENTS	2
STATEMENT OF CONFIDENTIALITY & NON-DISCLOSURE	4
AUTHORITY OF THE TMP	5
TMP OBJECTIVE	5
DOCUMENT CONTROL	6
ABBREVIATIONS	7
DEFINITIONS	8
REFERENCE DOCUMENTS	8
1. GENERAL EVENT INFORMATION	9
1.1. EVENT SUMMARY	9
1.2. EVENT DETAILS	9
1.3. KEY EVENT CONTACTS	10
2. TRAFFIC MANAGEMENT	11
2.1. TRAFFIC IMPACT SUMMARY	11
2.2. TRAFFIC LIGHTS	12
2.3. TRAFFIC MANAGEMENT IMPLEMENTATION	12
2.4. EVENT MARSHALS	12
3. LOCATION	13
3.1. PRIMARY EVENT LOCATION	13
3.2. EVENT SITE MAPS	14
3.3. VEHICLE ACCESS TO SITE	14
3.3.3 BUMP IN/OUT VEHICLE MANAGEMENT PLAN	14
3.3.4 EVENT STAGING AND IMPLEMENTATION SCHEDULE	15
4. TRAFFIC AND TRANSPORT MANAGEMENT	16
4.1. EVENT IMPACT ON ROAD NETWORK	16
4.2. DETOUR AND DIVERSIONS	17
4.3. EVENT PARKING RESTRICTIONS	19
4.4. IMPACTS ON PUBLIC TRANSPORT	20
4.4.1. BUSES	20
4.4.2. TRAIN SERVICES	20
4.4.3. TAXI AND RIDE SHARE PROVIDERS	20
4.5. CHANGES TO CYCLE ROUTES	20
4.6. HOSTILE VEHICLE MITIGATION	21
4.7. RE-OPENING THE ROADS AFTER THE EVENT	21
5. MINIMISING IMPACT ON THE NON-EVENT COMMUNITY	22



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

2

5.1.	ACCESS FOR LOCAL RESIDENTS AND BUSINESSES	22
5.2.	ACCESS FOR EMERGENCY VEHICLES	22
5.3.	EMERGENCY AND INCIDENT MANAGEMENT	23
5.4.	ADVERTISING TRAFFIC MANAGEMENT ARRANGEMENTS	23
5.5.	EVIDENCE OF NEARBY ONGOING ROADWORKS OR ACTIVITIES	23
6.	WORKPLACE HEALTH & SAFETY	24
6.1.	RISK ASSESSMENT PLANS	24
6.2.	CONSULTATION AND FEEDBACK	26
6.3.	PUBLIC LIABILITY INSURANCE	26
6.4.	NSW POLICE FORCE	26
6.5.	NSW FIRE & RESCUE AND NSW AMBULANCE	27
6.6.	EVENT DELAYS, POSTPONEMENT OR CANCELLATION	27
6.7.	EVENT PROMOTION	27
6.8.	VARIABLE MESSAGE SIGNS	28
7.	APPROVALS	29
7.1.	ROAD OCCUPANCY LICENCE	29
7.2.	EVENT ORGANISER APPROVAL	29
7.3.	AUTHORISATION TO REGULATE TRAFFIC	29
7.4.	PUBLIC LIABILITY INSURANCE	30
8.	ATTACHMENTS & DOCUMENTS	32
8.1.	TRAFFIC GUIDANCE SCHEMES	32



STATEMENT OF CONFIDENTIALITY & NON-DISCLOSURE

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AUTHORITY OF THE TMP

This Traffic Management Plan (TMP) is drafted to detail the overall description of the event, its function, impact, and stakeholder interactions.

Additional documents are produced to detail relevant aspects in conjunction with this TMP in more granular detail. Additional documents compiled by event stakeholders or external agencies shall not contravene the detail documented within this TMP.

Implementation of the proposed arrangements, and any subsequent changes are only valid once endorsed by the relevant agencies, and associated persons contained within Section 1.3 of this document.

In the event of an emergency response situation, NSW Police may vary the terms, details, aspects, directions or timings of this TMP on the day to ensure public safety and to respond to an emergency situation in a timely manner.

TMP OBJECTIVE

This TMP outlines the temporary traffic management arrangements for the proposed event.

The proposed plan outlines vehicular and pedestrian control measures in the Drummoyne area to ensure the safety of patrons, pedestrians, residents, and both local and general traffic.

The measures will primarily ensure clear separation between pedestrian and vehicular traffic through various traffic management treatments while effectively regulating general traffic in the Drummoyne civic area during the event.

In summary, the main objectives of this TMP are:

- + Provide an overall, high-level, description of the traffic management arrangements implemented,
- + Suitably describe arrangements to provide a safe area for the event, including bump in and bump out of event infrastructure.
- + Provide a framework for stakeholders to develop site specific, or low-level plans,
- + Serve as a key document agreed by all parties as the final approval to conduct the event,
- + Minimise impact on non-event community and emergency services, and
- + Maintain use of public transport services around the event location.



DOCUMENT CONTROL

This document is uncontrolled once printed – the final version with specifications and site diagrams will be locked for printing and restricted by password.

A copy of the final version will be supplied to the event organiser prior to the event.

Version	Prepared by	Date	Comments	Reviewed by
1.0	Katerina Stewart	21/7/2025	Initial draft	Anna Rosa



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

6

ABBREVIATIONS

Term	Definition
TMP	Transport Management Plan
TGS	Traffic Guidance Scheme
VMS	Variable Message Sign
HVM	Hostile Vehicle Mitigation
TMC	Transport Management Centre
SMP	Security Management Plan
TfNSW	Transport for NSW
SETTI	Special Event Traffic and Transport Information
ICMP	Integrated Crowd Management Plan
CBD	Central Business District
PAC	Police Area Command
WHS	Work Health and Safety
SWMS	Safe Work Method Statement



DEFINITIONS

Term	Definition
Hostile Vehicle Mitigation	Strategies to limit vehicle access in crowded areas help reduce risks and can also protect pedestrians from reckless or impaired drivers, lowering emergency risks.
Road Occupancy Licence	A conditional permit granting permission to use or occupy designated road space at specified times.
Safe Work Method Statement	A document outlining the work being performed, associated risks, hazards, and control measures to eliminate those risks.
Special Event Clearway	A parking restriction with tow-away enforcement during specified hours, established only by TfNSW and enforced by police.
Traffic Controller	A SafeWork NSW-certified individual responsible for directing traffic per a Traffic Guidance Scheme (TGS) and transport management plan.
Event Area	Designated area where event-related activities are taking place.
Portable Variable Message Boards	Portable electronic signs mounted on trailers, easily relocated and positioned strategically. Messages can be updated remotely using dedicated software.

REFERENCE DOCUMENTS

Title	Version
Guide to Traffic and Transport Management for Special Events	V4, July 2024
Traffic Control at Worksites Technical Manual	v6.1, February 2022
Workplace Health and Safety ACT NSW	2011
Workplace Health and Safety ACT Amendments NSW	2023
Workplace Health and Safety Regulation NSW	2017
Safe Work NSW website – www.safeworkaustralia.nsw.gov.au	Current website.
Working near Sydney Light Rail – www.transdev.com.au/solutions/work-access-permits/	Current website.
Safe Work Code of Practice – First Aid in the workplace	January 2020
Safe Work Code of Practice – Hazardous Manual Tasks	August 2019
Safe Work Code of Practice – Managing the risks of plant in the workplace	December 2022
Safe Work Code of Practice – How to manage work health and safety risks	August 2019
Safe Work Guideline – Traffic Management: Guide for Events	April 2021
Hostile Vehicle Guidelines for Crowded Places – Australian National Security	2017
Australia's Strategy for Protecting Crowded Places from Terrorism (nationalsecurity.gov.au) - Australian National Security	2023



1. GENERAL EVENT INFORMATION

1.1. EVENT SUMMARY

Canada Bay Council will be hosting the annual Halloween Street Party within the local council area at the following location:

+ Renwick Street, Concord

The Halloween Street Party is a community event celebrating Halloween with themed entertainment, live performances, food stalls, market vendors, children's activities, and more.

This family-friendly event is non-ticketed and free to all attendees. It will run from 16:00 PM to 19:00 PM on the 31st of October 2025.

To facilitate the event, Canada Bay Council, in conjunction with CATO Location Services, will temporarily close Renwick Street, between Day Street & Lyons Rd, enabling safe use of the roadway for event activities.

Canada Bay Council, the event organisers, and CATO Location Services acknowledge the Wangal People as the Traditional Custodians of the land on which the event will be held.

1.2. EVENT DETAILS

Date:	31 October 2025
Times:	16:00 - 19:00 (Not inclusive of set up and pack down times)
Location:	Majors Bay Road, Concord
Expected Attendance:	6,000
Target Market:	All demographics
Closure Start:	13:00pm
Bump in:	13:00pm - 15:30
Bump out:	19:00 - 22:30
Traffic Closure End:	22:30



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

9

1.3. KEY EVENT CONTACTS

Event Organiser: City of Canada Bay Council
Event Manager: Erin Matic
Event Manager Phone: 0422 723 579
Event Manager Email: Erin.Matic@canadabay.nsw.gov.au

Venue Owner: City of Canada Bay Council
Venue Manager: City of Canada Bay Council
Venue Owner Phone: 02 9911 6555
Venue Owner Email: council@canadabay.nsw.gov.au

Police Area Command: Burwood Police PAC
Police Contact: TBC
Police Phone: 02 9745 8499
Police Email: TBC

TfNSW Contact: TBC
TfNSW Phone: TBC
TfNSW Email: TBC

Traffic Control Provider: CATO Location Services
Traffic Control Contact: Anna Rosa
Traffic Control Phone: 0466 388 421
Traffic Control Email: Anna@catolocationsservices.com.au



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

10

2. TRAFFIC MANAGEMENT

2.1. TRAFFIC IMPACT SUMMARY

The Halloween Street Party will impact several streets within the Canada Bay Council area to ensure a safe, well-managed environment for all attendees. This popular, family-friendly event will feature themed decorations, local business activations, amusement rides, comfort seating, and live entertainment. It is a free, non-ticketed event open to all ages, with a large portion of attendees expected to be families with young children. Estimated attendance is approximately 6,000 patrons as per section 1.2 of this TMP.

To facilitate safe event operations, the following road closures will be implemented using hard road closure points to establish a secure event perimeter, effectively manage pedestrian flow, and minimise disruption to the surrounding area.

Road Closures:

<i>Road</i>	<i>Closure Extent</i>	<i>Notes</i>
<i>Renwick Street</i>	<i>Day Street to Lyons Rd</i>	<i>Resident access maintained</i>
<i>Edwin Street</i>	<i>Renwick Street to Alexandra Rd</i>	
<i>Ferry Lane</i>	<i>Day Street and Lyons Rd Carpark</i>	<i>Resident access maintained</i>
<i>Edwin Street</i>	<i>Victoria Rd Intersections</i>	

Pedestrian Access:

Pedestrian access will be maintained along all existing footpaths and crossing points surrounding the event site. Within the event area, access will be limited and managed through containment fencing and designated entry/exit points to ensure crowd control and public safety.

Pedestrian access will be maintained along surrounding footpaths, with containment fencing installed to manage entry points into the event zone.

Crowd movement within the event space will be managed in accordance with the event's Security Management Plan, available through the Event Organiser listed in Section 1.3.

Traffic control personnel will be positioned at key locations to facilitate a safe and efficient traffic environment for both event attendees and the broader community.



2.2. TRAFFIC LIGHTS

Traffic signals in the Drummoyne area surrounding the event closures will not be impacted by the planned road closures. Signal operations will remain unchanged throughout the event.

2.3. TRAFFIC MANAGEMENT IMPLEMENTATION

The implementation of the Traffic Guidance Schemes (TGS), including road closures, and overarching responsibility remains with the traffic management company engaged by the event organiser.

Temporary traffic control equipment, barricades, and signage must be placed in accordance with the Traffic Guidance Schemes by authorised Traffic Controllers who possess a TfNSW execute traffic guidance schemes certification, formally known as "Implement Traffic Control" Licence.

Other qualifications that are required by the authorised Traffic Controllers include (but not limited to):

- + General Construction Induction (also known as "White Card")
- + Traffic Controller Licence (also known as "Blue Card")
- + Implement Traffic Control Licence (also known as "Yellow Card")
- + Prepare Work Zone TMP Licence (also known as "Orange Card")

2.4. EVENT MARSHALS

The Event Organiser must ensure that all event marshals receive appropriate training to understand their responsibilities and operate safely.

Marshals are primarily responsible for guiding and assisting event participants and attendees. They do not have legal authority to control vehicle or pedestrian movements, except within road closure areas established under relevant legislation (e.g. escorting official vehicles or managing crowds during a road event).

Marshals must act under the direction of the Event Organiser or NSW Police, who are responsible for providing clear instructions to ensure safe operations at all times.



3. LOCATION

3.1. PRIMARY EVENT LOCATION

Road Name	Closure Extent	Closure Type	Notes
Renwick Street	Day Street to Lyons Rd	Full Closure	Resident access permitted
Edwin Street	Renwick Street to Alexandra Rd	Full Closure	No through access during event
Ferry Lane	Day Street and Lyons Rd Carpark	Full Closure	Local access managed as required
Edwin Street	Victoria Rd Intersections	Full Closure	Closed to all public and vehicular access during the event



Colour	Meaning
Red	Road Closures / No Access
Green	Northbound Detour
Yellow	Southbound Detour

Refer to section 4.2 for detours



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

13

3.2. EVENT SITE MAPS

Detailed event site plans are being prepared and will be updated closer to the event within the Event Management Plan.

Refer to the Event Organiser in section 1.3 of this document for the latest site plans.

3.3. VEHICLE ACCESS TO SITE

To ensure public safety, all vehicle movements during bump-in and bump-out periods will be strictly controlled by the Event Manager. Access will be permitted only at walking pace with hazard lights activated, and all authorised vehicles must be clearly identifiable at all times.

Event vehicles will enter and exit the site in a coordinated manner to minimise congestion. An access option has been identified within this Traffic Management Plan, and the Event Manager will assess and communicate the most practical option to all event staff prior to vehicle movements.

Uninterrupted access for emergency services will be maintained at all times, and pedestrian movement must not be obstructed under any circumstances.

Once road closures—and any hostile vehicle mitigation (HVM) measures, if applicable—are fully installed and the event has commenced, no vehicle access will be permitted within the event footprint, except for emergency services.

3.3.3 BUMP IN/OUT VEHICLE MANAGEMENT PLAN

Zone	Location	Access Point	Approach Direction	Exit Direction
Zone A – Eastern Stalls	Eastern side of Renwick St (between Day St & Edwin St)	Enter via Day St, turning left into Renwick St	Eastbound on Day St	Continue north on Renwick St to exit via Edwin St
Zone B – Western Stalls	Western side of Renwick St (between Edwin St & Lyons Rd)	Enter via Lyons Rd, turning left into Renwick St	Eastbound on Lyons Rd	Continue south on Renwick St to exit via Day St
Zone C – Edwin St Stalls	Northern side of Edwin St (between Victoria Rd & Renwick St)	Enter via Victoria Rd into Edwin St	Northbound on Victoria Rd, left into Edwin St	Continue east on Edwin St to exit via Renwick St
Zone D – Ferry Lane Stalls	Along Ferry Lane (between Day St & Lyons Rd carparks)	Enter via Day St, turning into Ferry Lane	Eastbound on Day St	Exit westbound via Lyons Rd carpark



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

14

3.3.4 EVENT STAGING AND IMPLEMENTATION SCHEDULE

Activity	Description	Duration
Traffic Signage Installation	Install all temporary traffic signs (advance warning, detours, closures, etc.)	12:00 PM – 13:00PM
Road Closures Implemented	Establish hard closures with barricades, cones, and traffic control personnel	13:00 PM – 13:30PM
Bump-In Vehicles Enter & Exit	Allow event setup vehicles to access, unload, and vacate the area safely	13:00 PM – 15:30 PM
HVM Installed (Hostile Vehicle Mitigation)	Deploy HVM barriers once bump-in vehicles have exited	from 15:30 PM or as scheduled
Event Commences	Event begins. No vehicle access permitted within event footprint except emergency services	16:00 PM – 19:00 PM
HVM Removed (Hostile Vehicle Mitigation)	Remove hostile vehicle mitigation devices under supervision	19:00 PM (or when deemed safe to do so)
Bump-Out Vehicles Enter & Exit	Allow stallholders and crews to pack down and exit in a coordinated manner	19:00 PM – 22:30 PM
Road Closures Removed	Reopen roads progressively as safe to do so, under traffic control supervision	from 22:30 PM
Traffic Signage Removal	Remove all temporary signage once roads are fully reopened and safe	22:30 PM – 23:00 PM



4. TRAFFIC AND TRANSPORT MANAGEMENT

4.1. EVENT IMPACT ON ROAD NETWORK

The event area encompasses a mix of residential properties and commercial premises, including multiple local businesses and residents located along Renwick Street, Edwin Street, and Ferry Lane.

Due to the extent of the road closures, all properties within the defined event footprint will require advance notification to ensure they are aware of access changes, potential disruptions, and event-related impacts.

Group	Location / Description
Residents	Properties fronting Renwick Street between Day Street and Lyons Road
Businesses / Shopfronts	Commercial premises along Renwick Street and Edwin Street, including local cafés and retailers
Residential Properties	Along Edwin Street between Renwick Street and Alexandra Street
Commercial Tenancies	Adjacent to and surrounding the Ferry Lane carparks
Residents	Properties along Ferry Lane between Day Street and Lyons Road



4.2. DETOUR AND DIVERSIONS



Colour	Meaning
Red	Road Closures / No Access
Green	Northbound Detour
Yellow	Southbound Detour

Northbound Detour ☒

Step	Direction	Road Name
1	↑	Renwick
2	←	Victoria Rd
3	→	Lyons Rd



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

17

Southbound Detour ☐

Step	Direction	Road Name
1	→	Lyons Rd
2	←	Alexandra St
3	→	Day St



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

18

4.3. EVENT PARKING RESTRICTIONS

To ensure a safe and pedestrian-friendly environment for all event patrons, either a temporary clearway will be installed, or parking reservations will be organised in advance of the event. Where parking reservations are required, Council will coordinate the implementation ahead of the event.

Street Name	Cross Streets	Sides
Renwick Street	Day Street to Lyons Street	Both Sides
Edwin Street	Victoria Road to Alexandra Street	Both Sides
Edwin Street	West Side of Renwick Street	Both Sides
Ferry Lane	Day Street to Lyons Road	Both Sides



4.4. IMPACTS ON PUBLIC TRANSPORT

The proposed event is to be scheduled for Friday the 30th of October 2025. Public transport options for event patrons and general passenger movement will therefore operate on a weekday timetable.

The various impact and changes to public transport options, stations and stops will be as follows:

4.4.1. BUSES

No bus stops are affected by the proposed closures.

4.4.2. TRAIN SERVICES

As part of the proposal, no train stations will be closed or impacted. Train services will remain operational around the area. It is anticipated that patrons may use Train services, however minimal impact is expected as Train services in the area provide capacity under existing timetables.

4.4.3. TAXI AND RIDE SHARE PROVIDERS

Taxis and ride-share providers will continue to have access to the road network around the closures as per other road users.

No additional drop off or pick up standing zones will be arranged for these providers.

4.5. CHANGES TO CYCLE ROUTES

Canada Bay Council has a variety of cyclist friendly paths or routes throughout the local government area. The paths or routes are categorised as:

- + Separated (or designated) bicycle paths,
- + Shared user paths, and
- + Marked on-road bicycle routes.

The event road closures will not affect any designated cycle paths. All cyclists that utilise any of the abovementioned paths will be redirected around the event location on the existing road or shared path network.

Cyclists will still be able to dismount and walk their bikes through the event site. All existing cycle routes will remain in place and operational around the event site.

More information on this topic can be located at:

<https://www.canadabay.nsw.gov.au/community/parking-and-transport/bicycles>



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

20

4.6. HOSTILE VEHICLE MITIGATION

The road closures are designed to create a pedestrian-friendly zone for the event and ensure a safe environment for attendees.

In coordination with the nominated Security Advisor, the Event Organiser will develop a Hostile Vehicle Mitigation (HVM) and Target Hardening Plan for the event.

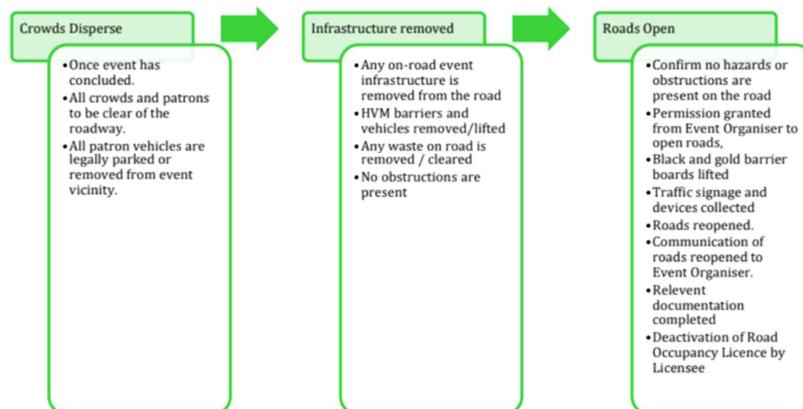
Once the closures are in place, HVM vehicles or barriers will be positioned at each entry point as outlined in the HVM Risk Assessment, under the direction of the nominated HVM Security Advisor. These measures will prevent unauthorised or errant vehicle access to the site. A designated driver will remain with each HVM vehicle at all times to facilitate emergency access if required.

After the HVM installation is complete, the nominated HVM Security Advisor will be on-site to verify the positioning and effectiveness of all devices. The Event Manager must approve any movement of vehicles once in place to allow access when necessary.

4.7. RE-OPENING THE ROADS AFTER THE EVENT

The event road closures are scheduled to reopen at 22:30 PM however, this may occur earlier if the road is clear, deemed safe, and only with the final approval of the Event Organiser.

The formal road reopening process depends on several factors, including patron movement, infrastructure pack-down, potential delays, safety considerations, and other variables. An overview of the reopening procedure is outlined below:



5. MINIMISING IMPACT ON THE NON-EVENT COMMUNITY

5.1. ACCESS FOR LOCAL RESIDENTS AND BUSINESSES

The road closures for the event will include areas surrounding local businesses and residential properties. Pedestrian access to homes and businesses will be maintained at all times.

The Event Organiser will provide direct notifications to residents and businesses affected by the event, including details on restricted vehicle access during event hours. Additionally, any necessary adjustments to commercial waste collection time or locations will be reviewed as part of the event planning process.

All non-local traffic will be redirected around the road closures and event location via the detours implemented.

The Event Organiser will notify any residents and businesses directly impacted by the event including confirmation of the restricted vehicle movements during the event operating times. This will include reviewing any requirements for changes to commercial waste collection time and/or locations.

5.2. ACCESS FOR EMERGENCY VEHICLES

A minimum four (4) metre emergency lane will be maintained along the entire closure to maintain access at all times. There will be no event infrastructure in the path of the emergency vehicle to obstruct access or the route. Authorised Traffic Controllers, Security and event staff will be onsite to assist emergency vehicle through the closure points to access the required destination.

Where HVM measures consist of a heavy vehicle, and emergency access is required, as noted above, a driver will always be present to temporarily move the vehicle to permit access.

Emergency services will be notified of relevant access points prior to the event and contact will be made with relevant staff for assistance.



5.3. EMERGENCY AND INCIDENT MANAGEMENT

In the event of an incident or accident, whether or not involving traffic or road users, traffic shall be stopped as necessary to avoid further incident.

First Aid shall be administered as necessary, and medical assistance shall be called for if required. For life threatening injuries an ambulance shall be called on telephone number 000. NSW Police shall also be called on 000 for traffic accidents where life threatening injuries are apparent. Any traffic crash resulting in non-life-threatening injury shall immediately be reported to relevant authorities, and Event Management.

Broken down vehicles and vehicles involved in minor non-injury crashes shall be temporarily moved to the verge as soon as possible after details of the crash locations have been gathered and noted. Where necessary to maintain traffic flow, emergency services shall temporarily move the involved vehicles to a safe area, providing there is no risk to vehicles and their occupants or event patrons. Suitable recovery systems and emergency protocol shall be used to facilitate prompt removal of broken down or crashed vehicles. Assistance shall be rendered to ensure the impact of the incident on the network is minimised.

All incidents and emergency responses shall have appropriate documentation completed and compiled within twenty-four (24) hours. If in doubt – guidance is sought from Event Management, NSW Police, or appropriate Supervisor on duty.

5.4. ADVERTISING TRAFFIC MANAGEMENT ARRANGEMENTS

The Event Organiser will advertise the road closures via social media, Council and Transport for New South Wales websites.

If required, road closures will also be communicated through trailer-mounted Variable Message Signs (VMS) to alert road users of the upcoming event and the planned road closures.

5.5. EVIDENCE OF NEARBY ONGOING ROADWORKS OR ACTIVITIES

The Event Organiser will maintain close communication regarding any concurrent works or developments that may be affected by the event.

At the time of drafting this document, no adjacent roadworks have been identified, and the Traffic Guidance Schemes have been planned accordingly.



6. WORKPLACE HEALTH & SAFETY

6.1. RISK ASSESSMENT PLANS

A Risk Management approach is a fundamental part of the planning for any event. The safety risk identification, assessment and control processes are legal obligations (as per the WHS Act and Regulation 2011) and should be aligned with AS/NZS ISO 31000 Risk Management – Principles and Guidelines. Broader event risk management is best practice and a fundamental part of due diligence.

Canada Bay Council has compiled Risk Assessments and site-specific safety plans for the events that are not included in this Transport Management Plan.

This section of the Transport Management Plan describes the possible issues/risks that may interfere with the event and the action to be taken to minimise the disturbance of the event.

Issues / Risks	Applicable	Action Taken
All one-way streets are as described	YES	Road closures, barricade and signage installed. Point duty by NSW Police and or authorised Traffic Controllers.
Block access to local businesses	YES	Confirm list of letters to residents, businesses, and car parks. Advertisement of event to general public.
Block access to local residence	Yes	Consultation with residents prior to event, and maintain access at all times
Block Police vehicle access	NO	Confirm access and consultation of routes to and within areas affected by closures with Emergency Services.
Block Ambulance access	NO	Confirm access and consultation of routes to and within areas affected by closures with Emergency Services.
Block fire station access	NO	Normal access to fire station facilities are maintained. Confirm access and consultation of routes to and within areas affected by closures with Emergency Services.
Block heavy vehicle access	YES	All heavy vehicles are diverted before the closure.
Restricted movements banned turns, heavy/high vehicles	YES	All vehicles are diverted before the closure.
Block Public facility (football oval, car park etc.)	YES	Surrounding public parking to remain accessible at all times.
Block public transport access	NO	Buses diverted around closure.
Can route use alternatives such as bicycle tracks, paths, parks, bush tracks etc.?	NO	None required



Construction – existing, proposed that may conflict	NO	None required
Numbers of lanes and their width are as described	YES	TGS reflects current road conditions.
Road signage existing/temporary	YES	None required Temporary signage Installed and removed by the traffic management company.
Route impeded by traffic calming devices?	NO	None required
Signalised intersections (flashing yellow? Point duty?)	NO	As required by NSW Police
Tidal flows	NO	None required
Traffic generators shopping centres, schools, churches, industrial area, hospitals	NO	Not affected.
Traffic movement contrary to any Notice	YES	Under the direction of traffic controllers
Traffic signals are as described	YES	Controlled by TMC if required
Turning lanes are as described	YES	TGS reflects current road conditions.
Letter Drop Zone Maps to indicate precincts mailed	YES	Notification to be arranged by Event Organiser
Heavy Weather	YES	Heavy weather may cause crowds to depart early or organiser consider delaying/cancelling the event
Flood hazard in event area	NO	None required.
Flood hazard at the parking area	NO	None required.
Bush fire hazard	NO	None required.
Accident on surrounding roads	YES	If CCTV, monitored by TMC. Facilitate emergency response to area.
Breakdown on surrounding roads	YES	If CCTV, monitored by TMC. Facilitate emergency response to area.
Absence of marshals and volunteers	YES	Re-deploy existing staff as required.
Delayed Event	YES	At the discretion of the event organiser
Cancellation of Event	YES	Cancellation of any aspect of the event will be communicated by the event organiser.
Security of participants/general public	NO	The designated security contractor will be briefed before the event and remain on-site throughout its duration. All security personnel will maintain communication via two-way radio.



Security of very important persons (VIP's)	NO	The security contractor will coordinate with the Event Organiser regarding arrival and departure times and exercise discretion if VIPs are attending the event.
--	----	---

6.2. CONSULTATION AND FEEDBACK

Consultation and feedback are essential components of event management, ensuring effective planning, operation, and execution throughout the event lifecycle.

During the planning process, event management collaborates closely with stakeholders at each stage to refine event preparations, applications, and execution strategies.

Feedback is gathered from event staff, contractors, suppliers, patrons, and stakeholders both during and after the event. This insight helps identify areas for improvement, enhance future events, strengthen stakeholder trust, mitigate risks, and improve overall attendee satisfaction, contributing to a continuously evolving and enhanced event experience.

6.3. PUBLIC LIABILITY INSURANCE

The Event Organiser holds Public Liability Insurance valued at \$20,000,000, covering all activities associated with the event. A copy of this policy can be obtained by Event Organiser listed in section 1.3 of this document.

All contractors completing activities as part of this event are also required to hold a valid Public Liability Insurance to the value of \$20,000,000.

All contractors or companies engaged to provide consulting services such as the production of TGS and TMP's must hold Professional Indemnity Insurance.

6.4. NSW POLICE FORCE

The Burwood Police Area Command (PAC) will be involved in the planning of proposed event at Majors Bay Rd, Concord.

The PAC will be involved via Council's Traffic Committee and planning consultation meetings, including aspects relating to use of the roadway, closure of selected roads, hostile vehicle mitigation and crowd management. Internal departments will be formally notified at least two weeks prior to the event taking place.



6.5. NSW FIRE & RESCUE AND NSW AMBULANCE

NSW Fire & Rescue and NSW Ambulance will be notified at least two weeks prior to the event taking place.

6.6. EVENT DELAYS, POSTPONEMENT OR CANCELLATION

Any decision to delay, postpone or cancel the event due to weather impacts or any other reason will be made by the Event Organiser and follow their protocols for emergency management. Once any decision is made in this regard it will be communicated to all relevant stakeholders as per the event's Emergency Management Plan.

6.7. EVENT PROMOTION

The Event Organiser will promote proposed event and the road closures taking place using a variety of methods in the weeks preceding the event including:

- + Social media platforms,
- + Websites,
- + Public transport websites (EG: <https://transportnsw.info/>, and <https://www.livetraffic.com/>)
- + Local signage where required, and
- + Trailor mounted VMS boards.



6.8. VARIABLE MESSAGE SIGNS

Trailer-mounted Variable Message Signs (VMS) are recommended to inform the local community and road users of upcoming road closures and changed traffic conditions. These signs may be installed at key approaches to the event site in the lead-up to and on the day of the event. The use of VMS should be coordinated in consultation with the relevant authorities listed in Section 1.3.

Proposed VMS messages are outlined below.

LOCATION 1	MESSAGES	
	1 WEEK PRIOR TO EVENT COMMENCEMENT	EVENT DAY
39-45 Victoria Rd, Drummoyne NSW 2047 (Facing Northbound Traffic)	EVENT Renwick St & Ferry Ln 31st Oct 2025 VISIT LIVETRAFFIC.COM	EVENT Renwick St & Ferry Ln UNTIL 10:30PM CAUTION PEDESTRIANS ABOUT

LOCATION 1	MESSAGES	
	1 WEEK PRIOR TO EVENT COMMENCEMENT	EVENT DAY
254 Victoria Rd, Drummoyne NSW 2047 (Facing Southbound Traffic)	EVENT Renwick St & Ferry Ln 31st Oct 2025 VISIT LIVETRAFFIC.COM	EVENT Renwick St & Ferry Ln UNTIL 10:30PM CAUTION PEDESTRIANS ABOUT



7. APPROVALS

7.1. ROAD OCCUPANCY LICENCE

A Road Occupancy Licence (ROL) will be obtained from the Road Occupancy Unit within Transport for NSW to cover all traffic management activities associated with the event. The ROL will apply from 13:00PM to 23:30PM on 31/10/2025 and must be in place prior to the commencement of the event.

7.2. EVENT ORGANISER APPROVAL

TMP Approved by:

.....
(Name)

.....
(Signature) (Date)

7.3. AUTHORISATION TO REGULATE TRAFFIC

Council's traffic management requirements have been met. Regulation of traffic is therefore authorised for all non-classified roads described in the risk management plans and this TMP.

Regulation of Traffic Authorised by:

.....
(Council)

.....
(Name)

.....
(Signature) (Date)



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

29

7.4. PUBLIC LIABILITY INSURANCE

Copy not available at time of drafting this document. An up-to-date copy can be made available by contacting the Event Organiser as listed in Section 1.3 of this TMP.



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

30



31st October 2024

Certificate of Currency Combined Liability

This Certificate of currency provides a summary of the policy cover and is current on the date of issue. It is not intended to amend, extend, replace or override the policy terms and conditions contained in the actual policy document. This certificate of currency is issued as a matter of information only and confers no rights upon the certificate holder. We accept no responsibility whatsoever for any inadvertent or negligent act, error or omission on our part in preparing these statements or in transmitting this Certificate by email or for any loss, damage or expenses thereby occasioned to any recipient.

Named Insured(s): Cato Logistics Pty Ltd

Insurer(s): Certain underwriters at Lloyds of London - 100%

Period of Insurance: 01st November 2024 to 01st November 2025 at 4.00pm A.E.S.T

Policy: Public & Products Liability

Policy No: QL10002429

Territorial Limits: Worldwide Excluding USA & Canada

Limit of Liability:
Public Liability
 \$20,000,000 any one occurrence
Products Liability
 \$20,000,000 any one claim and in the aggregate

Extensions: **Errors & Omissions Liability**
 \$1,000,000 any one claim and in the aggregate

Deductible: \$1,000 (inclusive of Costs and Expenses)

Business Description: Security services, static guarding including traffic control and security services at non licensed venues (excluding crowd control at night clubs, strip clubs and bar operations), cleaning, equipment and vehicle hire for TV/Film Productions including but not limited to container PODS, honey wagons and production vehicles, heavy vehicle mitigation, unit managers, pavement contractor, printing, painting and coating of asphalt surfaces and incidental thereto.

Kind Regards,

Angelo Gannis

Angelo Gannis
State Executive, NSW
Aviso Specialty Pty Ltd

at: Level 2, Suite 1, 60 Pacific Highway, St Leonards NSW 2065

or: www.avisospecialty.com.au

ABN: 25 050 242 914 | AFSL No: 244398 | Aviso Specialty Insurance & Risk Advisory



CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

31

8. ATTACHMENTS & DOCUMENTS

8.1. TRAFFIC GUIDANCE SCHEMES

A TGS has been provided on the following pages showing:

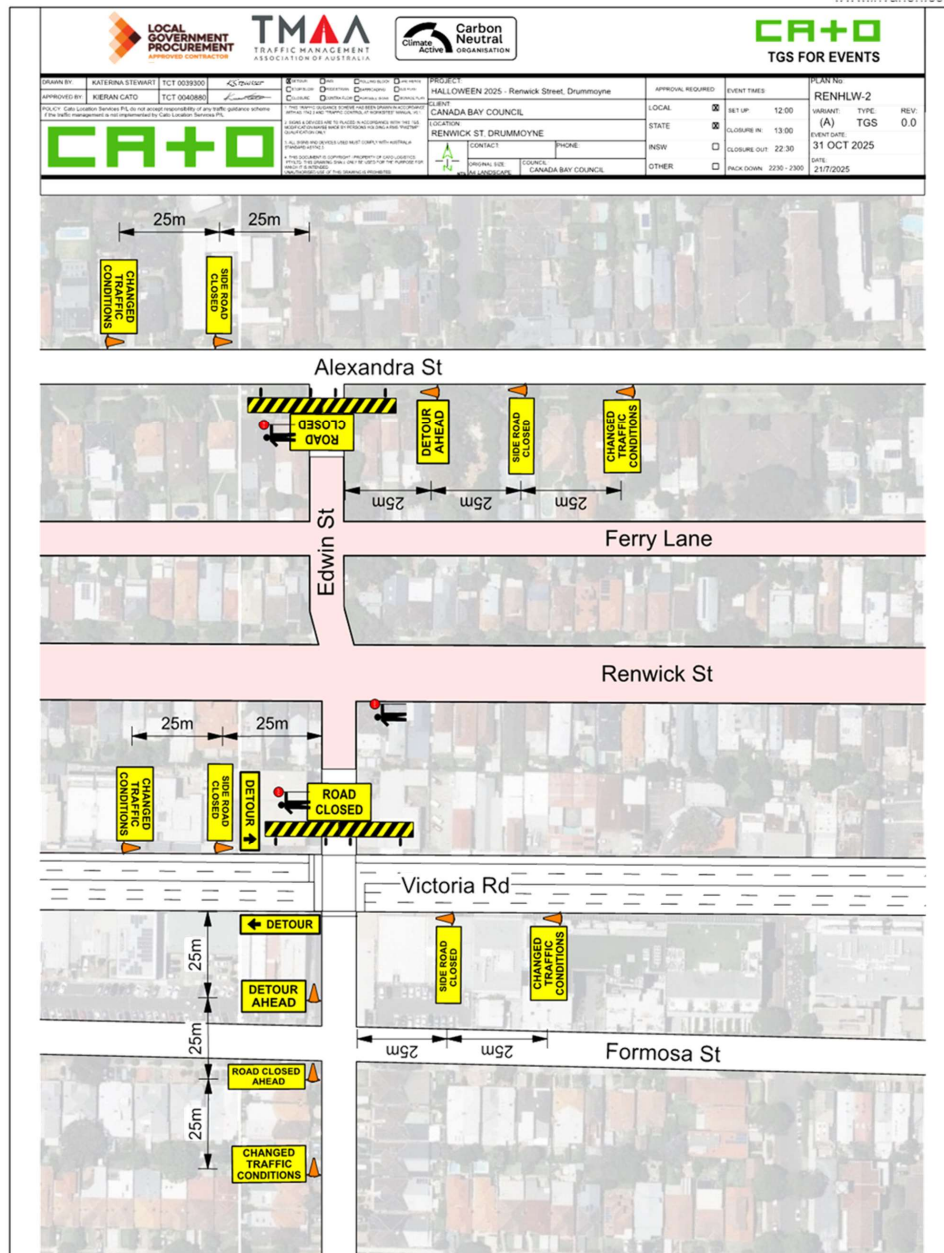
- + The traffic management measures in place to facilitate the road closures,
- + Detours

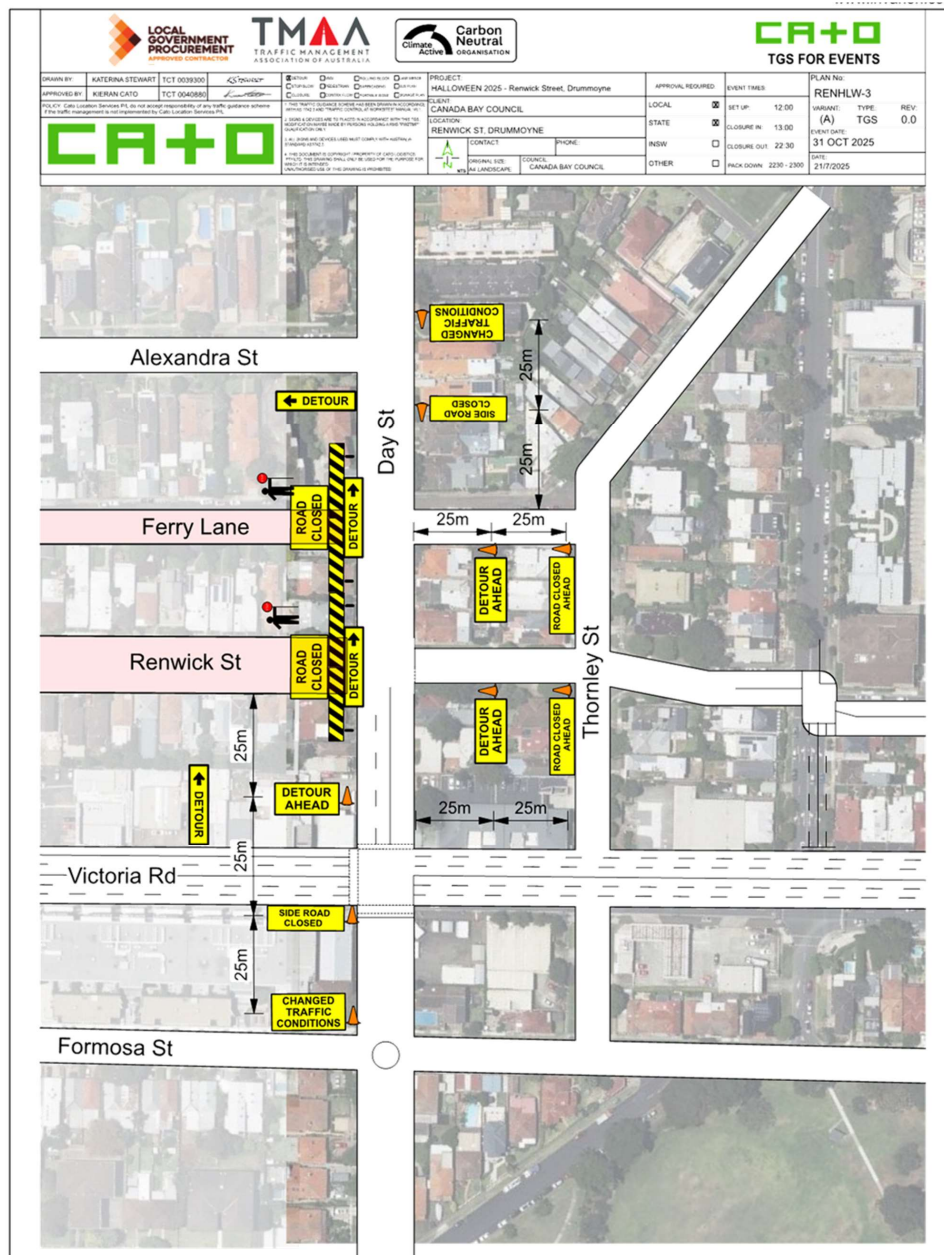


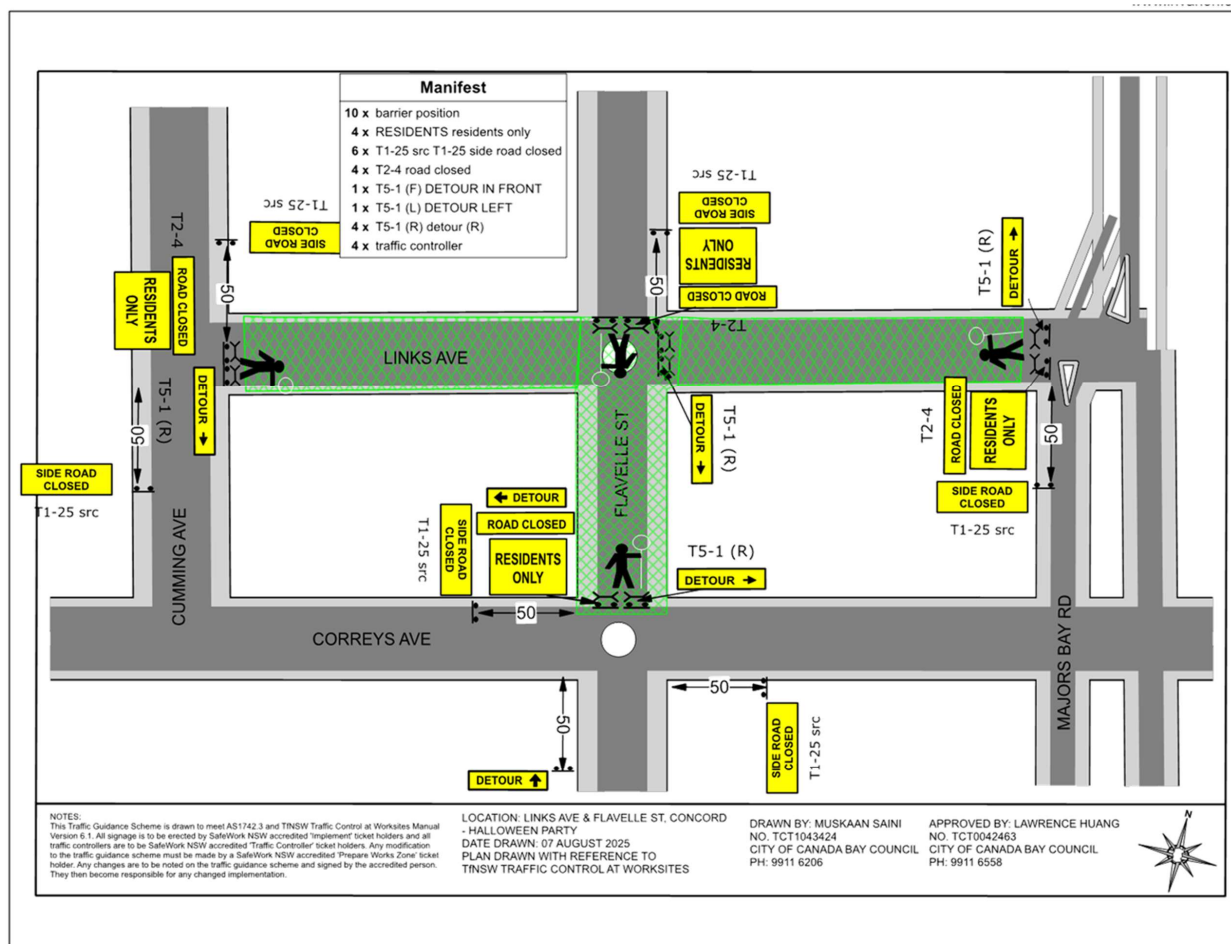
CITY OF CANADA BAY – HALLOWEEN RENWICK STREET 2025 –TRAFFIC
MANAGEMENT PLAN
V1 - 21st July 2025 – Katerina Stewart – License No. TCT 0039300

32

DRAWN BY: KATERINA STEWART APPROVED BY: KIERAN CATO POLICY: Cato Location Services P/L do not accept responsibility of any traffic guidance scheme if the traffic management is not implemented by Cato Location Services P/L.		TCT 0039300 TCT 0040880 1. THIS TRAFFIC GUIDANCE SCHEME HAS BEEN DESIGNED IN ACCORDANCE WITH ALL TMAA TRAFFIC CONTROL AT WORKSHOP MANUAL V4.1 2. SIGNS & DEVICES ARE TO BE PLACED IN ACCORDANCE WITH THIS TGS 3. ALL SIGNS AND DEVICES USED MUST COMPLY WITH AUSTRALIAN STANDARD 1911-1 4. THIS DOCUMENT IS COPYRIGHT PROPERTY OF CATO LOGISTICS P/L. THIS DOCUMENT SHALL ONLY BE USED FOR THE PURPOSE FOR WHICH IT IS INTENDED. UNAUTHORISED USE OF THIS DRAWING IS PROHIBITED.		PROJECT: HALLOWEEN 2025 - Renwick Street, Drummoine CLIENT: CANADA BAY COUNCIL LOCATION: RENWICK ST, DRUMMOINE CONTACT: [Name] [Phone] ORIGINAL SIZE: [Size] COUNCIL: CANADA BAY COUNCIL		APPROVAL REQUIRED: LOCAL: <input checked="" type="checkbox"/> STATE: <input checked="" type="checkbox"/> INSW: <input type="checkbox"/> OTHER: <input type="checkbox"/>	
				EVENT TIMES: SET UP: 12:00 CLOSURE IN: 13:00 CLOSURE OUT: 22:30 PACK DOWN: 2230 - 2300		PLAN No: RENHLW-1 VARIANT: (A) TYPE: TGS REV: 0.0 EVENT DATE: 31 OCT 2025 DATE: 21/7/2025	







ITEM 5.3	ITEMS APPROVED UNDER TEMPORARY DELEGATION
Author	Coordinator Traffic and Transport
Attachments:	Nil

STAFF RECOMMENDATION

That the following items have been approved under temporary delegation.

EXECUTIVE SUMMARY

To facilitate more efficient and localised decision making, Transport for NSW has issued a temporary delegation of specific powers to Council. At the Council meeting on 20 August 2024, Council resolved to give the General Manager and Director City Assets the power to approve works covered under the Delegation.

BACKGROUND/DISCUSSION

The following items were approved under Temporary Delegation granted to Council from TfNSW.

1. Proposed temporary on-street parking restriction changes (Timed 'No Stopping' to Unrestricted parking) – Hilly Street, Mortlake
2. Proposed Regulatory 'No Stopping' Restrictions and Yellow Pavement Line Marking – Alexandra Street & Daly Avenue, Concord
3. Proposed Extension to 'No Parking' Restrictions – Alexandra Street, Concord
4. Proposed Regulatory 'No Stopping' Restrictions and Yellow Pavement Line Marking – Collingwood Street and Raglan Street, Drummoyne
5. Proposed Yellow Pavement Line Marking – Henry Street and Scott Street, Five Dock
6. Proposed Regulatory 'No Stopping' Restrictions and Yellow Pavement Line Marking – Ludgate Street and Wellbank Street, Concord

6 GENERAL BUSINESS

No General Business Items

CITY OF CANADA BAY TRAFFIC COMMITTEE MEETING

MINUTES

The meeting was held electronically via email.

Thursday, 14 August 2025



Minutes of a City of Canada Bay Traffic Committee Meeting Held on Thursday 14 August 2025

Voting Members Present:

Councillor Hugo Robinson - Chairperson
Sergeant Tohme - NSW Police
Andy Huynh - Transport for NSW
Stephanie Di Pasqua - Local Member of Parliament

Non-voting Members Present:

M Pruss - State Transit Authority, Transit Systems
A Clarke - Access Committee
D Martin - BayBUG - Canada Bay Bicycle Users Group
B Cantor - Busways

Officers in attendance:

C Di Natale - CCBC Council
R Ristevski - CCBC Council
H Huynh - CCBC Council
L Huang – CCBC Council
M Dizon - CCBC Council
M Saini - CCBC Council
S Tran - CCBC Council
C Johnson - CCBC Council

NOTES

The meeting was held electronically via email.
Refer to the City of Canada Bay Traffic Committee Meeting Agenda papers in the attached booklet.

Table of Contents

1	WELCOME/ACKNOWLEDGEMENT OF COUNTRY	4
2	APOLOGIES	4
3	DISCLOSURES OF PECUNIARY AND NON-PECUNIARY INTEREST	4
4	CONFIRMATION OF MINUTES	4
5	REPORTS	4
Item 5.1	Queen Street and Sydney Street, North Strathfield - Proposed Temporary Changes - Sydney Water Maintenance Works.....	4
Item 5.2	Majors Bay Road, Concord, Renwick Street, Drummoyne and Links Avenue, Concord - Halloween Road Closure 2025	5
Item 5.3	Items Approved Under Temporary Delegation	6
6	GENERAL BUSINESS	7

1 WELCOME/ACKNOWLEDGEMENT OF COUNTRY

The City of Canada Bay acknowledges the Wangal clan, one of the 29 tribes of the Eora nation and the traditional custodians of this land.

The City's Council pays respect to Elders past and present and extends this respect to all Aboriginal people living in or visiting the City of Canada Bay.

2 APOLOGIES**APOLOGIES**

Nil

LEAVE OF ABSENCE

Nil

3 DISCLOSURES OF PECUNIARY AND NON-PECUNIARY INTEREST**4 CONFIRMATION OF MINUTES****4.1 Minutes of City of Canada Bay Traffic Committee Meeting held 10 July 2025**

COMMITTEE RECOMMENDATION

That the minutes of the City of Canada Bay Traffic Committee Meeting of 10 July 2025 copies of which were previously circulated, are hereby confirmed as a true and correct record of the proceedings of that meeting.

5 REPORTS**ITEM 5.1 QUEEN STREET AND SYDNEY STREET, NORTH STRATHFIELD - PROPOSED TEMPORARY CHANGES - SYDNEY WATER MAINTENANCE WORKS**

COMMITTEE RECOMMENDATION

THAT:

1. Sydney Water occupies approximately 25m of the parking lane on the western side of Queen Street, North Strathfield between Wellbank Street and Shipley Avenue for a period of up to 12 months to set up a compound.
-

2. The Mobility Parking Space (MPS) on the western side of Queen Street, North Strathfield between Wellbank Street and Shipley Avenue be temporarily relocated north of the existing location by 6m and the timed '1P' and 'No Parking' restriction be removed.
3. The bypass pipe be erected along vegetation, under/ on the existing roadway and above the footpath/ driveway at a minimum height of 2.4m along Queen Street and Sydney Street, North Strathfield.
4. A temporary '40kph' Road Works speed limit is erected in the construction areas along Queen Street, North Strathfield for the duration of the works.
5. 'No Stopping' restrictions are temporarily installed along Sydney Street, North Strathfield for the duration of the works.
6. All parking restrictions are reinstated following the completion of works.

TfNSW Comments:

Transport has no objections to the proposed temporary road closures subject to the below:

- Road Occupancy Licence obtained from and approved by Transport Management Centre (TMC) for the period of the proposed works at the M4 off-ramp to Sydney Street
- Proposed traffic control on Queen Street does not queue back onto Parramatta Road (Great Western Highway)
- Proposed traffic control on Queen Street does not impact North Strathfield Sydney Metro works. This includes conducting an audit to identify existing roadwork signage to ensure that the proposed TGS can be implemented effectively without any conflict.

Council Comments:

Council notes the comments received and will liaise further with Sydney Water.

ITEM 5.2 MAJORS BAY ROAD, CONCORD, RENWICK STREET, DRUMMOYNE AND LINKS AVENUE, CONCORD - HALLOWEEN ROAD CLOSURE 2025

COMMITTEE RECOMMENDATION**THAT:**

1. The proposed road closure to facilitate a Halloween event on Friday 31 October 2025 at Majors Bay Road, Concord be considered between 12.00pm to midnight.
2. The proposed road closure to facilitate a Halloween event on 31 October 2025 Renwick Street, Drummoyne be considered between 1.00pm to 10.30pm.
3. The proposed road closure to facilitate a Halloween event on Friday 31 October 2025 at Links Avenue and Flavelle Street, Concord be considered between 4.00pm to 8.00pm.
4. The road closure is in accordance with the attached Traffic Management Plan (or as otherwise refined based on feedback from stakeholders) and must be installed in accordance with the TfNSW Guidelines for Traffic Control at Work Sites and the relevant Australian Standards.
5. The applicant liaises with Transport Management Centre (TMC), TfNSW, Bus Service Operators, Local Police, Fire Brigade and Ambulance Services to inform them of the proposed closures and obtains all the required permits for the event.
6. The surrounding residents and/or businesses be notified of the closure period.

-
7. The event on Majors Bay Road, Concord and Renwick Street, Drummoyne is categorised as a 'Class 2' Event and Links Avenue is categorised as a 'Class 3' Event.

TfNSW Comments:

Majors Bay Road (Class 2):

In accordance with the Guide to Traffic and Transport Management for Special Events for Class 2 special events, the TMP and proposed special event clearways will need to be reviewed by TfNSW Planning team (major events) and Transport Management Centre (TMC). Council to also liaise with bus service operators for the impacted bus stops accordingly.

Renwick St (Propose Class 2 -> Class 3):

This Halloween Event can be considered a Class 3 special event as it is an event that has a local street closure that has access from a state road, with minor impacts on the traffic and transport network and minimal impact to the non-event community. Transport enquires whether Council and LTF members would reconsider/agree that this special event can be reclassified as a Class 3. If so, Council is not required to liaise further with Transport, with the exception of applying for a ROL due to the proposed detour and impacts on Victoria Rd.

Links Ave (Class 3):

Council to ensure adequate and appropriate detour signage is in place for the reassignment of traffic.

Council Comments:

Council notes the comments received and will consider Renwick Street to be reclassified for future events.

ITEM 5.3 ITEMS APPROVED UNDER TEMPORARY DELEGATION

COMMITTEE RECOMMENDATION

That the Committee have noted the items approved under Council's temporary delegation.

1. Proposed temporary on-street parking restriction changes (Timed 'No Stopping' to Unrestricted parking) – Hilly Street, Mortlake
 2. Proposed Regulatory 'No Stopping' Restrictions and Yellow Pavement Line Marking – Alexandra Street & Daly Avenue, Concord
 3. Proposed Extension to 'No Parking' Restrictions – Alexandra Street, Concord
 4. Proposed Regulatory 'No Stopping' Restrictions and Yellow Pavement Line Marking – Collingwood Street and Raglan Street, Drummoyne
 5. Proposed Yellow Pavement Line Marking – Henry Street and Scott Street, Five Dock
 6. Proposed Regulatory 'No Stopping' Restrictions and Yellow Pavement Line Marking – Ludgate Street and Wellbank Street, Concord
-

6 GENERAL BUSINESS

No General Business Items

CHAIRMAN

Attachment 1– Investment Report AUGUST 2025



INVESTMENT
REPORT
AUGUST 2025

INVESTMENT REPORT AUGUST 2025

Investment Report AUGUST 2025

Contents

August 2025 Investment Report.....	3
Statement of Cash Investments as of 31 August 2025	3
Total Interest Received during August 2025.....	7
Fossil Fuel Allocation (Green Funding) as of 31 August 2025	7
Statement of Consolidated Cash and Investments as of 31 August 2025.....	8
Comparative Graphs.....	9

Investment Report AUGUST 2025

August 2025 Investment Report

Statement of Cash Investments as of 31 August 2025

STATEMENT OF CASH INVESTMENTS							
Maturity Date	Bank/Issuer	Long Term Rating	Fair Value	Term	Interest	Issue Date	Investment Type
04/09/25	National Australia Bank (NAB)	AA-	\$2,000,000.00	371	4.90%	29/08/24	Term Deposits
11/09/25	ING	A	\$2,500,000.00	372	4.93%	04/09/24	Term Deposits
18/09/25	State Bank of India, Sydney Branch	BBB	\$2,500,000.00	154	4.85%	17/04/25	Term Deposits
25/09/25	ANZ	AA-	\$2,000,000.00	287	5.06%	12/12/24	Term Deposits
02/10/25	National Australia Bank (NAB)	AA-	\$3,000,000.00	99	4.30%	25/06/25	Term Deposits
09/10/25	National Australia Bank (NAB)	AA-	\$2,500,000.00	105	4.25%	26/06/25	Term Deposits
16/10/25	ING	A	\$2,000,000.00	364	5.03%	17/10/24	Term Deposits
23/10/25	National Australia Bank (NAB)	AA-	\$3,000,000.00	120	4.30%	25/06/25	Term Deposits
30/10/25	ING	A	\$2,000,000.00	366	5.10%	29/10/24	Term Deposits
30/10/25	Bank of Queensland	A-	\$4,000,000.00	182	4.50%	01/05/25	Term Deposits
06/11/25	National Australia Bank (NAB)	AA-	\$2,000,000.00	275	4.80%	04/02/25	Term Deposits
13/11/25	ANZ	AA-	\$3,000,000.00	204	4.62%	23/04/25	Term Deposits
27/11/25	Bank of Queensland	A-	\$3,000,000.00	155	4.30%	25/06/25	Term Deposits
03/12/25	National Australia Bank (NAB)	AA-	\$3,000,000.00	139	4.15%	17/07/25	Term Deposits
04/12/25	ANZ	AA-	\$2,000,000.00	301	4.78%	06/02/25	Term Deposits
10/12/25	State Bank of India, Sydney Branch	BBB	\$2,500,000.00	145	4.50%	18/07/25	Term Deposits
18/12/25	ANZ	AA-	\$4,000,000.00	239	4.64%	23/04/25	Term Deposits
07/01/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	134	4.10%	26/08/25	Term Deposits
22/01/26	ANZ	AA-	\$3,000,000.00	378	4.88%	09/01/25	Term Deposits
29/01/26	ANZ	AA-	\$3,000,000.00	281	4.53%	23/04/25	Term Deposits
04/02/26	State Bank of India, Sydney Branch	BBB	\$2,000,000.00	195	4.35%	24/07/25	Term Deposits
05/02/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	366	4.72%	04/02/25	Term Deposits
12/02/26	Bank of Queensland	A-	\$4,000,000.00	287	4.30%	01/05/25	Term Deposits
16/02/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	364	1.04%	16/02/21	Term Deposits
04/03/26	National Australia Bank (NAB)	AA-	\$3,000,000.00	202	4.12%	14/08/25	Term Deposits
12/03/26	National Australia Bank (NAB)	AA-	\$3,000,000.00	260	4.23%	25/06/25	Term Deposits
18/03/26	National Australia Bank (NAB)	AA-	\$3,000,000.00	208	4.13%	22/08/25	Term Deposits
19/03/26	ANZ	AA-	\$2,500,000.00	265	4.27%	27/06/25	Term Deposits
25/03/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	240	4.20%	28/07/25	Term Deposits
25/03/26	National Australia Bank (NAB)	AA-	\$3,000,000.00	208	4.10%	29/08/25	Term Deposits
01/04/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	243	4.15%	01/08/25	Term Deposits
08/04/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	243	4.20%	08/08/25	Term Deposits
22/04/26	National Australia Bank (NAB)	AA-	\$2,000,000.00	268	4.20%	28/07/25	Term Deposits
30/04/26	ANZ	AA-	\$2,500,000.00	307	4.20%	27/06/25	Term Deposits
07/05/26	ING	A	\$4,000,000.00	371	4.18%	01/05/25	Term Deposits
25/06/26	National Australia Bank (NAB)	AA-	\$3,000,000.00	365	4.15%	25/06/25	Term Deposits
31/08/26	ING	A	\$2,000,000.00	367	4.58%	29/08/24	Term Deposits
10/09/26	ING	A	\$2,000,000.00	741	4.63%	30/08/24	Term Deposits
28/10/26	ING	A	\$2,000,000.00	737	4.74%	21/10/24	Term Deposits
05/11/26	ING	A	\$16,500,000.00	737	4.94%	29/10/24	Term Deposits
04/02/27	ING	A	\$4,000,000.00	644	4.10%	01/05/25	Term Deposits
18/03/27	National Australia Bank (NAB)	AA-	\$2,000,000.00	678	4.08%	09/05/25	Term Deposits
01/04/27	ING	A	\$4,000,000.00	700	4.08%	01/05/25	Term Deposits
06/05/27	ING	A	\$2,500,000.00	728	4.03%	08/05/25	Term Deposits
12/05/27	Rabobank Aus Limited	A	\$2,000,000.00	730	4.22%	12/05/25	Term Deposits
20/05/27	National Australia Bank (NAB)	AA-	\$2,000,000.00	741	4.07%	09/05/25	Term Deposits
11/05/28	Rabobank Aus Limited	A	\$2,000,000.00	1095	4.37%	12/05/25	Term Deposits
20/11/25	Westpac	AA-	\$1,500,000.00	93	1.87%	19/11/21	Tailored Deposit
17/02/26	Westpac	AA-	\$2,500,000.00	183	2.24%	18/02/22	Tailored Deposit
24/02/26	Westpac	AA-	\$2,000,000.00	183	2.31%	25/02/22	Tailored Deposit
03/03/26	Westpac	AA-	\$2,000,000.00	273	2.22%	04/03/22	Tailored Deposit
17/10/25	Suncorp Covered	AAA	\$1,000,000.00	92	4.59%	17/10/22	Floating Rate Notes
09/12/25	Macquarie Bank	A+	\$2,000,000.00	182	4.20%	02/06/21	Floating Rate Notes
13/01/26	Commonwealth Bank	AA-	\$1,500,000.00	183	4.62%	13/01/23	Floating Rate Notes
24/02/26	RACQ Bank	BBB+	\$2,300,000.00	183	5.05%	24/02/23	Floating Rate Notes
15/05/26	Bendigo Adelaide Bank	A-	\$1,000,000.00	273	4.86%	15/05/23	Floating Rate Notes
15/06/26	Teachers Mutual Bank	BBB+	\$850,000.00	364	4.39%	16/06/21	Floating Rate Notes
19/08/26	ING Bank Covered	AAA	\$500,000.00	365	3.98%	19/08/21	Floating Rate Notes
14/09/26	Macquarie Bank	A+	\$1,600,000.00	455	4.56%	14/09/23	Floating Rate Notes
23/12/26	Commonwealth Bank	AA-	\$2,000,000.00	548	4.07%	23/09/21	Floating Rate Notes
22/03/27	ING	A	\$1,000,000.00	637	4.61%	22/03/24	Floating Rate Notes
14/05/27	Bendigo Adelaide Bank	A-	\$800,000.00	638	4.61%	14/05/24	Floating Rate Notes
18/08/27	Commonwealth Bank	AA-	\$1,100,000.00	730	4.61%	18/08/22	Floating Rate Notes
13/09/27	AMP	BBB+	\$1,300,000.00	822	4.99%	13/09/24	Floating Rate Notes
01/11/27	Great Southern Bank	BBB+	\$1,150,000.00	822	4.72%	01/11/24	Floating Rate Notes
13/01/28	Commonwealth Bank	AA-	\$1,500,000.00	913	4.87%	13/01/23	Floating Rate Notes
19/01/28	Rabobank Aus Branch	A+	\$1,000,000.00	912	4.86%	19/01/23	Floating Rate Notes
16/02/28	Westpac	AA-	\$1,000,000.00	911	4.57%	16/02/23	Floating Rate Notes
09/05/28	Bank of Queensland Covered	AAA	\$1,250,000.00	1002	4.86%	09/05/23	Floating Rate Notes
17/08/28	Commonwealth Bank	AA-	\$1,250,000.00	1095	4.54%	17/08/23	Floating Rate Notes
20/08/29	ING	A	\$1,800,000.00	1461	4.60%	20/08/24	Floating Rate Notes
27/09/29	ANZ	AA-	\$2,100,000.00	1553	4.54%	27/09/24	Floating Rate Notes
18/03/30	National Australia Bank (NAB)	AA-	\$1,600,000.00	1734	4.53%	18/03/25	Floating Rate Notes
21/05/30	ANZ	AA-	\$700,000.00	1734	4.50%	21/05/25	Floating Rate Notes
19/06/30	Westpac	AA-	\$1,200,000.00	1826	4.52%	19/06/25	Floating Rate Notes
10/07/30	Rabobank Aus Branch	A+	\$1,000,000.00	1826	4.60%	10/07/25	Floating Rate Notes
17/07/30	Macquarie Bank	A+	\$1,100,000.00	1826	4.53%	17/07/25	Floating Rate Notes
15/08/30	ING	A	\$500,000.00	1826	4.41%	15/08/25	Floating Rate Notes
24/08/26	Suncorp Covered	AAA	\$2,000,000.00	364	3.25%	20/04/22	Fixed Rate Bond
21/01/30	Westpac	AA-	\$1,800,000.00	1645	4.95%	21/01/25	Fixed Rate Bond
21/05/30	ANZ	AA-	\$500,000.00	1826	4.60%	21/05/25	Fixed Rate Bond
17/07/30	Macquarie Bank	A+	\$1,000,000.00	1826	4.37%	17/07/25	Fixed Rate Bond
15/08/30	ING	A	\$500,000.00	1826	4.28%	15/08/25	Fixed Rate Bond
	AMP	BBB+	\$11,500,000.00		4.25%		AMP
	AMP	BBB+	\$500,000		2.00%		AMP
	Macquarie Bank	A+	\$1,919,554.17		3.90%		Macquarie Bank
	Commonwealth Bank	AA-	\$5,049,255.80		3.60%		CBA BOS
31/08/25			\$202,369,309.97		4.32%		
TOTAL INVESTMENTS at 31/07/2025			\$194,813,941.58				
Net Increase/(Decrease) in Investments			\$7,555,368.39				

Certificate of the Responsible Accounting Officer

I certify that as at the date of this report, the investments listed have been made and are held in compliance with Council's Investment Policy and applicable legislation.

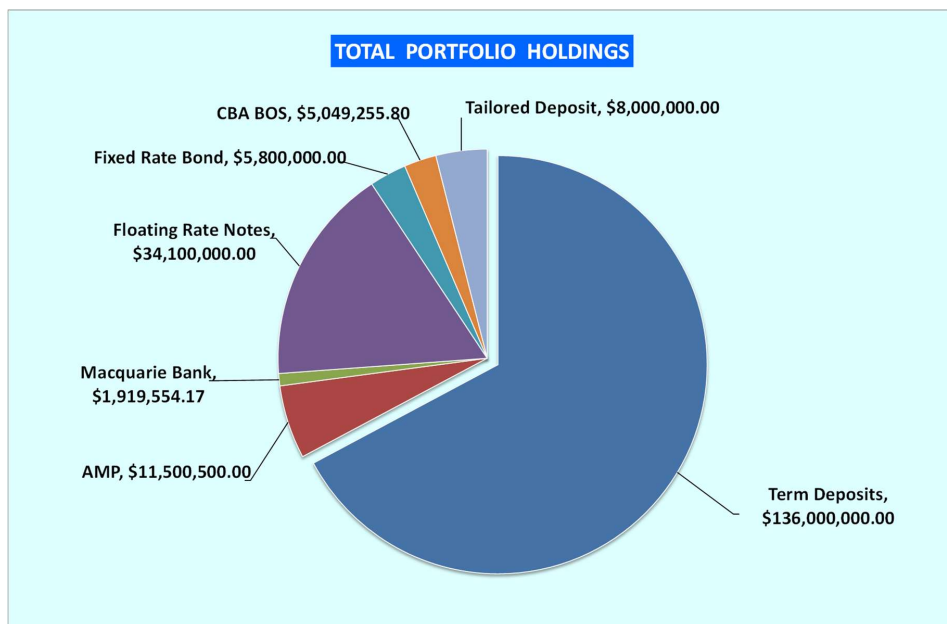
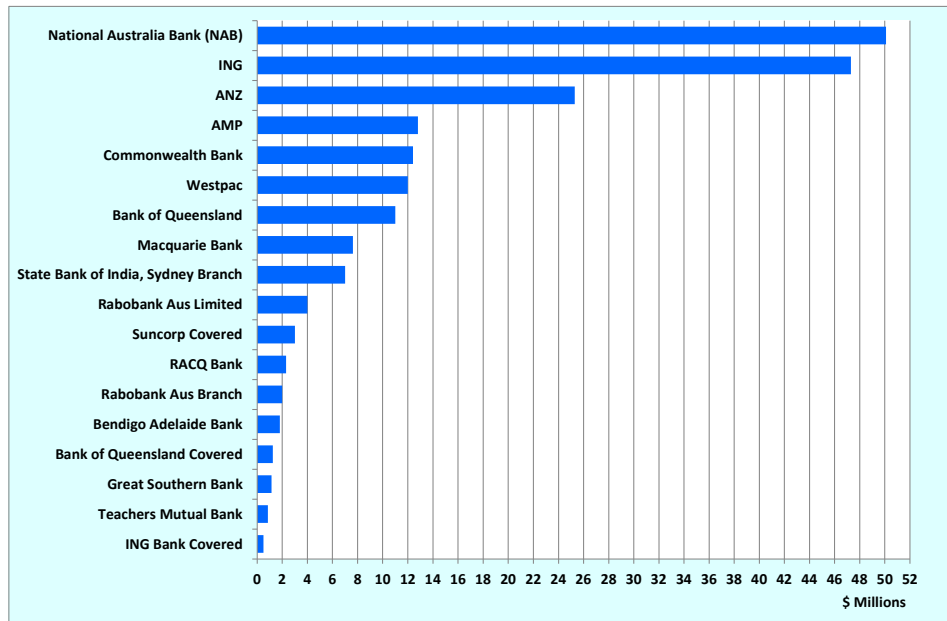
Evan Hutchings

Date: 04 Sep 2025

Page 3 of 11

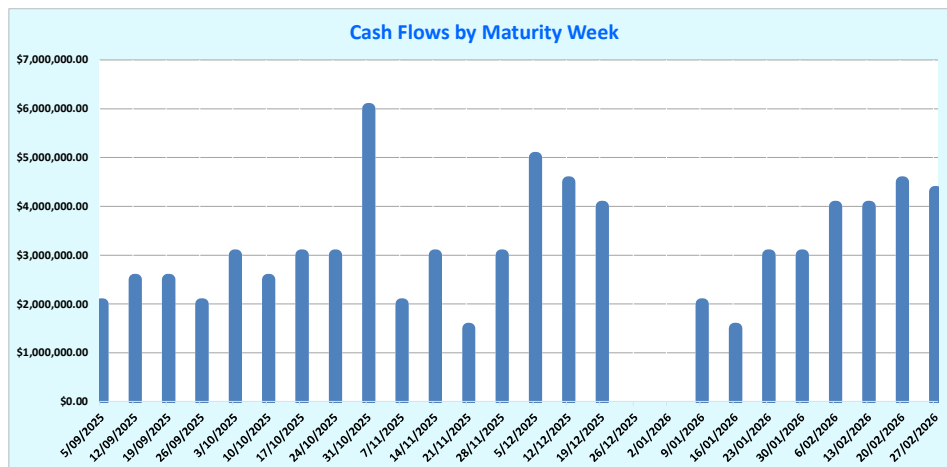
Investment Report AUGUST 2025

Total Investment Deposits by Institution as of 31 August 2025



Investment Report AUGUST 2025

Weekly cash flow forecast for 6 months as of 31 August 2025



Individual Counterparty Limits for Term Deposits, Fixed Rate Notes, Floating Rate TDs, and FRNs as per Council Investment Policy

LT Ratings	ADI	Individual Limit	% of Portfolio
AAA	ING Bank Covered	50%	0.25%
	Bank of Queensland Covered	50%	0.62%
	Suncorp Covered	50%	1.48%
AA-	ANZ	45%	12.50%
	Westpac	45%	5.93%
	National Australia Bank (NAB)	45%	24.76%
	Commonwealth Bank	45%	6.13%
A+	Rabobank Aus Branch	30%	0.99%
	Macquarie Bank	30%	3.77%
A	Rabobank Aus Limited	30%	1.98%
	ING	30%	23.37%
A-	Bank of Queensland	30%	5.44%
	Bendigo Adelaide Bank	30%	0.89%
BBB+	RACQ Bank	10%	1.14%
	Great Southern Bank	10%	0.57%
	AMP	10%	6.33%
	Teachers Mutual Bank	10%	0.42%
BBB	State Bank of India, Sydney Branch	10%	3.46%
Total Portfolio			100%

Investment Report AUGUST 2025

Counter Party Class Limits for Term Deposits, Fixed Rate Notes, Floating Rate TDs, and FRNs as per Council's Investment Policy (excluding At Call Deposits)

Type Long Term	Holdings	Individual Limit	% Portfolio
AAA	\$4,750,000.00	50%	2.35%
AA-	\$99,799,255.80	45%	49.32%
A+	\$9,619,554.17	30%	4.75%
A	\$51,300,000.00	30%	25.35%
A-	\$12,800,000.00	30%	6.33%
BBB+	\$17,100,500.00	10%	8.45%
BBB	\$7,000,000.00	10%	3.46%
NR	\$0.00	\$250K	0.00%
Total	\$202,369,309.97		100%

Investment Transactions during August 2025

Date	Transaction	Bank/Issuer	Type	Term	Int Rate	Amount	Interest Paid
31/07/2025	Balance	Investment Balance Fair Value				\$194,813,941.58	
1/08/2025	Purchase	National Australia Bank (NAB)	Term Deposits	243	4.15%	\$2,000,000.00	
1/08/2025	Reset	Great Southern Bank	Floating Rate Notes	914	4.91%	(\$1,150,000.00)	\$14,231.40
1/08/2025	Reset	Great Southern Bank	Floating Rate Notes	822	4.72%	\$1,150,000.00	
8/08/2025	Maturity	ING	Term Deposits	365	5.04%	(\$2,000,000.00)	\$100,800.00
8/08/2025	Purchase	National Australia Bank (NAB)	Term Deposits	243	4.20%	\$2,000,000.00	
11/08/2025	Reset	Bank of Queensland Covered	Floating Rate Notes	1096	5.01%	(\$1,250,000.00)	\$16,126.79
11/08/2025	Reset	Bank of Queensland Covered	Floating Rate Notes	1002	4.86%	\$1,250,000.00	
14/08/2025	Maturity	ANZ	Term Deposits	210	5.00%	(\$3,000,000.00)	\$86,301.37
14/08/2025	Purchase	National Australia Bank (NAB)	Term Deposits	202	4.12%	\$3,000,000.00	
14/08/2025	Reset	Bendigo Adelaide Bank	Floating Rate Notes	730	4.79%	(\$800,000.00)	\$9,666.40
14/08/2025	Reset	Bendigo Adelaide Bank	Floating Rate Notes	638	4.61%	\$800,000.00	
15/08/2025	Purchase	ING	Floating Rate Notes	1826	4.41%	\$500,000.00	
15/08/2025	Purchase	ING	Fixed Rate Bond	1826	4.28%	\$500,000.00	
15/08/2025	Reset	Bendigo Adelaide Bank	Floating Rate Notes	365	5.05%	(\$1,000,000.00)	\$12,726.25
15/08/2025	Reset	Bendigo Adelaide Bank	Floating Rate Notes	273	4.86%	\$1,000,000.00	
18/08/2025	Maturity	Commonwealth Bank	Fixed Rate Bond	181	4.20%	(\$1,500,000.00)	\$31,500.00
14/08/2025	Reset	Commonwealth Bank	Floating Rate Notes	1186	4.76%	(\$1,250,000.00)	\$14,826.77
18/08/2025	Reset	Commonwealth Bank	Floating Rate Notes	1095	4.54%	\$1,250,000.00	
18/08/2025	Reset	Commonwealth Bank	Floating Rate Notes	821	4.83%	(\$1,100,000.00)	\$13,239.53
18/08/2025	Reset	Commonwealth Bank	Floating Rate Notes	730	4.61%	\$1,100,000.00	
19/08/2025	Reset	ING Bank Covered	Floating Rate Notes	457	4.21%	(\$500,000.00)	\$5,302.73
19/08/2025	Reset	ING Bank Covered	Floating Rate Notes	365	3.98%	\$500,000.00	
19/08/2025	Reset	Westpac	Floating Rate Notes	1005	4.78%	(\$1,000,000.00)	\$12,302.93
19/08/2025	Reset	Westpac	Floating Rate Notes	911	4.57%	\$1,000,000.00	
19/08/2025	Reset	Westpac	Tailored Deposit	185	1.87%	(\$1,500,000.00)	\$7,070.14
19/08/2025	Reset	Westpac	Tailored Deposit	93	1.87%	\$1,500,000.00	
19/08/2025	Reset	Westpac	Tailored Deposit	274	2.24%	(\$2,500,000.00)	\$13,961.64
19/08/2025	Reset	Westpac	Tailored Deposit	183	2.24%	\$2,500,000.00	
20/08/2025	Reset	ING	Floating Rate Notes	1553	4.81%	(\$1,800,000.00)	\$21,842.41
20/08/2025	Reset	ING	Floating Rate Notes	1461	4.60%	\$1,800,000.00	
21/08/2025	Reset	ANZ	Floating Rate Notes	1826	4.66%	(\$700,000.00)	\$8,226.44
21/08/2025	Reset	ANZ	Floating Rate Notes	1734	4.50%	\$700,000.00	
22/08/2025	Purchase	National Australia Bank (NAB)	Term Deposits	208	4.13%	\$3,000,000.00	
25/08/2025	Reset	RACQ Bank	Floating Rate Notes	274	5.21%	(\$2,300,000.00)	\$29,872.56
25/08/2025	Reset	RACQ Bank	Floating Rate Notes	183	5.05%	\$2,300,000.00	
25/08/2025	Reset	Suncorp Covered	Fixed Rate Bond	546	3.25%	(\$2,000,000.00)	\$32,500.00
25/08/2025	Reset	Suncorp Covered	Fixed Rate Bond	364	3.25%	\$2,000,000.00	
25/08/2025	Reset	Westpac	Tailored Deposit	274	2.31%	(\$2,000,000.00)	\$11,518.36
25/08/2025	Reset	Westpac	Tailored Deposit	183	2.31%	\$2,000,000.00	
26/08/2025	Maturity	ING	Term Deposits	368	4.90%	(\$2,000,000.00)	\$98,805.48
26/08/2025	Purchase	National Australia Bank (NAB)	Term Deposits	134	4.10%	\$2,000,000.00	
29/08/2025	Purchase	National Australia Bank (NAB)	Term Deposits	208	4.10%	\$3,000,000.00	
29/08/2025	Reset	ING	Term Deposits	732	4.58%	(\$2,000,000.00)	\$91,600.00
29/08/2025	Reset	ING	Term Deposits	367	4.58%	\$2,000,000.00	
	Activity	Macquarie Bank	Macquarie CMA		3.90%	\$6,112.59	\$6,112.59
	Activity	CBA Business Online Saver	CBA (BOS)		3.60%	\$49,255.80	\$49,255.80
	Activity	AMP Bank 31Day Notice	AMP Notice		4.25%	\$0.00	\$23,227.41
	Activity	AMP Business Saver	AMP BSA		2.00%	(\$0.00)	\$1.06
31/08/2025		EOM Balance			Total	\$202,369,309.97	\$711,018.06

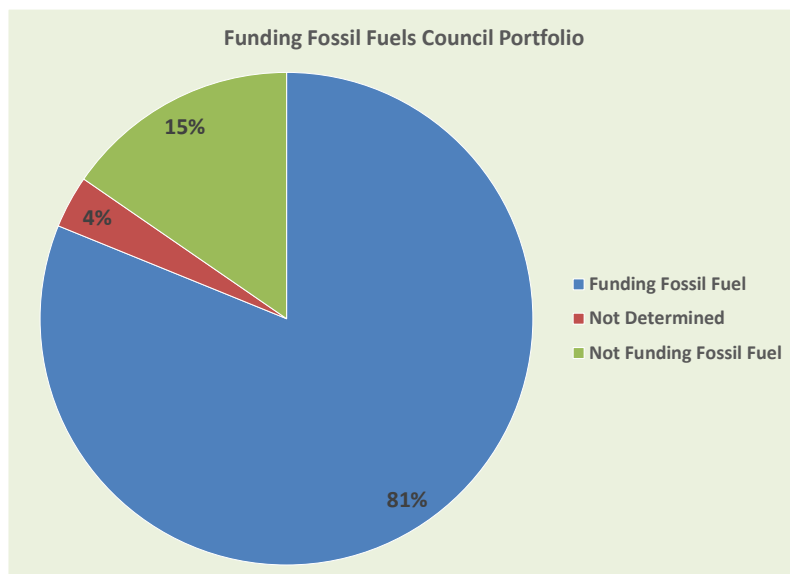
Investment Report AUGUST 2025

Total Interest Received during August 2025

Ledger Account	Type	Aug
102623-1465-40068	Investments	\$632,421.20
102623-1465-40067	At Call Accounts	\$78,596.86
	Sub-Total	\$711,018.06
102623-1465-40066	General Bank Account	\$8,925.45
	Total	\$719,943.51

Fossil Fuel Allocation (Green Funding) as of 31 August 2025

Sum of Fair Value		
Funding Fossil Fuel	Bank/Issuer	Total
<input checked="" type="checkbox"/> Funding Fossil Fuel	National Australia Bank (NAB)	\$50,100,000.00
	ING	\$47,300,000.00
	ANZ	\$25,300,000.00
	Commonwealth Bank	\$12,399,255.80
	Westpac	\$12,000,000.00
	Macquarie Bank	\$7,619,554.17
	Rabobank Aus Limited	\$4,000,000.00
	Suncorp Covered	\$3,000,000.00
	Rabobank Aus Branch	\$2,000,000.00
	ING Bank Covered	\$500,000.00
Funding Fossil Fuel Total		\$164,218,809.97
<input checked="" type="checkbox"/> Not Determined	State Bank of India, Sydney Branch	\$7,000,000.00
Not Determined Total		\$7,000,000.00
<input checked="" type="checkbox"/> Not Funding Fossil Fuel	AMP	\$12,800,500.00
	Bank of Queensland	\$11,000,000.00
	RACQ Bank	\$2,300,000.00
	Bendigo Adelaide Bank	\$1,800,000.00
	Bank of Queensland Covered	\$1,250,000.00
	Great Southern Bank	\$1,150,000.00
	Teachers Mutual Bank	\$850,000.00
Not Funding Fossil Fuel Total		\$31,150,500.00
Grand Total		\$202,369,309.97



Investment Report AUGUST 2025

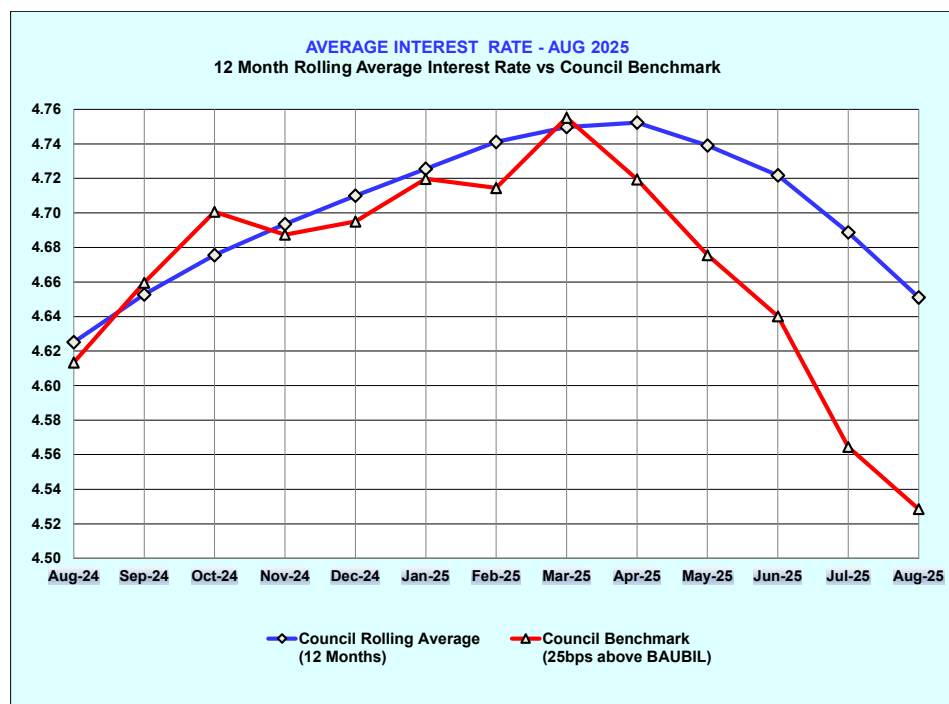
Statement of Consolidated Cash and Investments as of 31 August 2025

Consolidated Cash & Investments	
Cash & Investments	
Cash At Bank as at 31 Aug 2025	\$3,493,841.94
Investments at Fair Value as at 31 Aug 2025	\$202,369,309.97
Total Cash & Investments	\$205,863,151.91
The above cash and investments are comprised of:	
Externally Restricted Reserves	
Externally restricted reserves refer to funds received that are restricted by externally	
Total External Restrictions	\$142,807,332.08
Internally Restricted Reserves	
Internally restricted reserves are funds restricted in the use by resolution or policy of Council	
Total Internal Restrictions	\$50,795,581.30
Unrestricted Cash & Investments	
Total Unrestricted Cash & Investments	\$12,260,238.53
Total Cash & Investments	\$205,863,151.91

Note: At the time of this report, reserve balances
have yet to be finalised for 31 Aug 2025

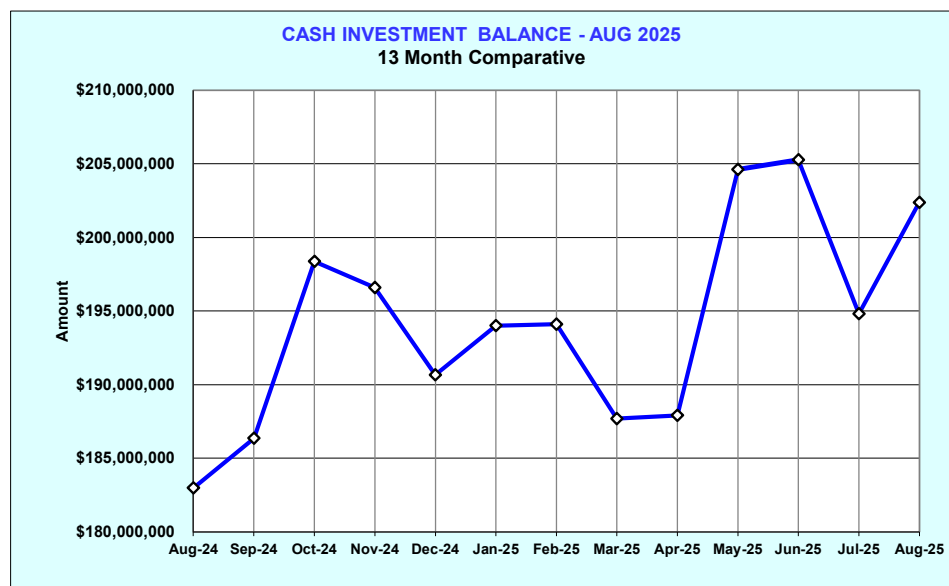
Investment Report AUGUST 2025

Comparative Graphs



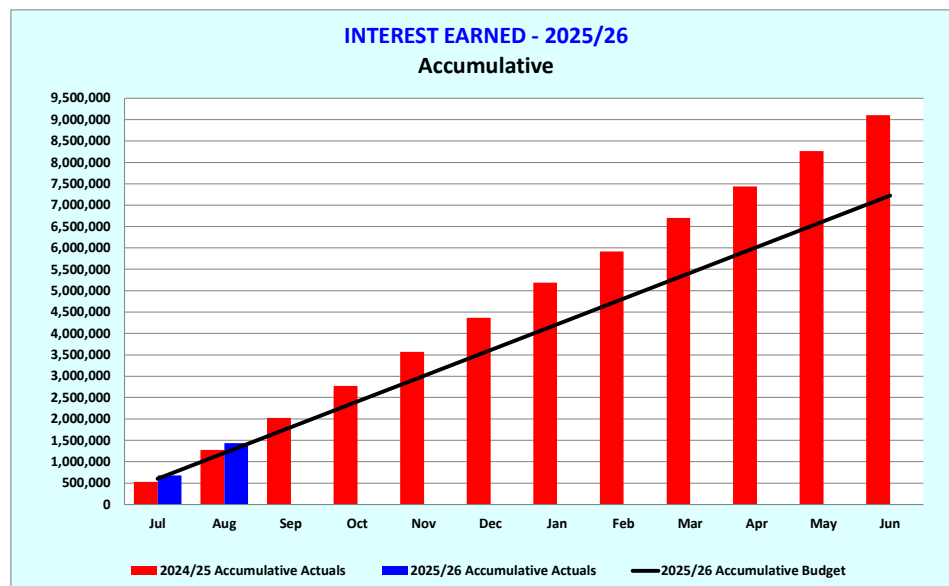
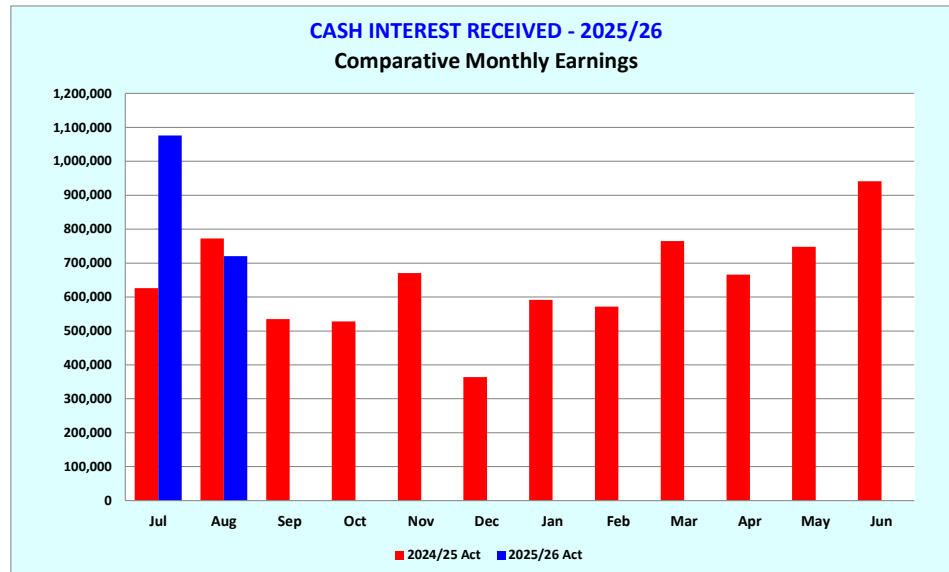
The rolling 12-month portfolio return relative to the index has achieved benchmark. It is a result of higher than anticipated cash balances, and favourable returns on investments.

Council's adopted budget for 2025-26 forecasts interest earnings of \$7.225M. Investment income earned for Aug 2025 amounted to \$753,024.13



Page 9 of 11

Investment Report AUGUST 2025



Investment Report AUGUST 2025

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City of Canada Bay Council

ANNUAL FINANCIAL STATEMENTS for the year ended 30 June 2025



City of Canada Bay Council

GENERAL PURPOSE FINANCIAL STATEMENTS for the year ended 30 June 2025



City of Canada Bay Council

General Purpose Financial Statements

for the year ended 30 June 2025

Contents	Page
Understanding Council's Financial Statements	3
Statement by Councillors and Management	4
Primary Financial Statements:	
Income Statement	5
Statement of Comprehensive Income	6
Statement of Financial Position	7
Statement of Changes in Equity	8
Statement of Cash Flows	9
Notes to the Financial Statements	10
Independent Auditor's Reports:	
On the Financial Statements (Sect 417 [2])	84
On the Financial Statements (Sect 417 [3])	85

Overview

City of Canada Bay is constituted under the Local Government Act 1993 (NSW) and has its principal place of business at:

1A Marlborough Street
Drummoyne NSW 2047

Council's guiding principles are detailed in Chapter 3 of the LGA and includes:

- principles applying to the exercise of functions generally by council,
- principles to be applied when making decisions,
- principles of community participation,
- principles of sound financial management, and
- principles for strategic planning relating to the development of an integrated planning and reporting framework.

A description of the nature of Council's operations and its principal activities are provided in Note B1-2.

Through the use of the internet, we have ensured that our reporting is timely, complete and available at minimum cost. All press releases, financial statements and other information are publicly available on our website: www.canadabay.nsw.gov.au

City of Canada Bay Council

General Purpose Financial Statements

for the year ended 30 June 2025

Understanding Council's Financial Statements

Introduction

Each year NSW local governments are required to present audited financial statements to their council and community.

What you will find in the Statements

The financial statements set out the financial performance, financial position and cash flows of Council for the financial year ended 30 June 2025.

The format of the financial statements is standard across all NSW Councils and complies with both the accounting and reporting requirements of Australian Accounting Standards and requirements as set down by the Office of Local Government.

About the Councillor/Management Statement

The financial statements must be certified by senior staff as 'presenting fairly' the Council's financial results for the year and are required to be adopted by Council – ensuring both responsibility for and ownership of the financial statements.

About the Primary Financial Statements

The financial statements incorporate five "primary" financial statements:

1. The Income Statement

Summarises Council's financial performance for the year, listing all income and expenses. This statement also displays Council's original adopted budget to provide a comparison between what was projected and what actually occurred.

2. The Statement of Comprehensive Income

Primarily records changes in the fair value of Council's Infrastructure, property, plant and equipment.

3. The Statement of Financial Position

A 30 June snapshot of Council's financial position indicating its assets, liabilities and "net wealth".

4. The Statement of Changes in Equity

The overall change for the year (in dollars) of Council's "net wealth".

5. The Statement of Cash Flows

Indicates where Council's cash came from and where it was spent. This statement also displays Council's original adopted budget to provide a comparison between what was projected and what actually occurred.

About the Notes to the Financial Statements

The Notes to the Financial Statements provide greater detail and additional information on the five primary financial statements.

About the Auditor's Reports

Council's financial statements are required to be audited by the NSW Audit Office.

In NSW the auditor provides 2 audit reports:

1. an opinion on whether the financial statements present fairly the Council's financial performance and position, and
2. their observations on the conduct of the audit, including commentary on the Council's financial performance and financial position.

Who uses the Financial Statements?

The financial statements are publicly available documents and must be presented at a Council meeting between seven days and five weeks after the date of the audit report.

The public can make submissions to Council up to seven days subsequent to the public presentation of the financial statements.

Council is required to forward an audited set of financial statements to the Office of Local Government.

City of Canada Bay Council

General Purpose Financial Statements

for the year ended 30 June 2025

Statement by Councillors and Management made pursuant to Section 413 (2c) of the *Local Government Act 1993*

The attached general purpose financial statements have been prepared in accordance with:

- the *Local Government Act 1993* and the regulations made thereunder,
- the Australian Accounting Standards issued by the Australian Accounting Standards Board
- the Local Government Code of Accounting Practice and Financial Reporting.

To the best of our knowledge and belief, these statements:

- present fairly the Council's operating result and financial position for the year
- accord with Council's accounting and other records.

We are not aware of any matter that would render these statements false or misleading in any way.

Signed in accordance with a resolution of Council made on 16 September 2025.

Michael Megna
Mayor
16 September 2025

[Councillor]
Deputy Mayor
16 September 2025

John Clark
General Manager
16 September 2025

Evan Hutchings
Responsible Accounting Officer
16 September 2025

City of Canada Bay Council

Income Statement

for the year ended 30 June 2025

Original unaudited budget 2025	\$ '000	Notes	Actual 2025	Actual 2024
	Income from continuing operations			
71,109	Rates and annual charges	B2-1	71,585	67,310
21,590	User charges and fees	B2-2	28,590	21,446
6,748	Other revenues	B2-3	7,744	7,175
6,506	Grants and contributions provided for operating purposes	B2-4	6,520	8,288
12,875	Grants and contributions provided for capital purposes	B2-4	66,670	60,681
7,058	Interest and investment income	B2-5	9,385	7,413
4,446	Other income	B2-6	10,585	7,591
130,332	Total income from continuing operations		201,079	179,904
	Expenses from continuing operations			
50,555	Employee benefits and on-costs	B3-1	51,227	45,409
41,407	Materials and services	B3-2	44,170	42,229
587	Borrowing costs	B3-3	588	633
7,180	Other expenses	B3-5	12,379	7,126
—	Net loss from the disposal of assets	B4-1	3,684	3,881
99,729	Total expenses from continuing operations excluding depreciation, amortisation and impairment of non-financial assets		112,048	99,278
30,603	Operating result from continuing operations excluding depreciation, amortisation and impairment of non-financial assets		89,031	80,626
17,528	Depreciation, amortisation and impairment of non-financial assets	B3-4	18,953	17,763
13,075	Operating result from continuing operations		70,078	62,863
13,075	Net operating result for the year attributable to Council		70,078	62,863
200	Net operating result for the year before grants and contributions provided for capital purposes		3,408	2,182

The above Income Statement should be read in conjunction with the accompanying notes.

City of Canada Bay Council | Statement of Comprehensive Income | for the year ended 30 June 2025

City of Canada Bay Council

Statement of Comprehensive Income

for the year ended 30 June 2025

\$ '000	Notes	2025	2024
Net operating result for the year – from Income Statement		70,078	62,863
Other comprehensive income:			
Amounts which will not be reclassified subsequent to operating result			
Gain (loss) on revaluation of infrastructure, property, plant and equipment	C1-8	86,465	(79,456)
Total items which will not be reclassified subsequent to operating result		86,465	(79,456)
Total other comprehensive income for the year		86,465	(79,456)
Total comprehensive income for the year attributable to Council		156,543	(16,593)

The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

City of Canada Bay Council

Statement of Financial Position

as at 30 June 2025

\$ '000	Notes	2025	2024
ASSETS			
Current assets			
Cash and cash equivalents	C1-1	24,596	37,393
Investments	C1-2	114,150	106,000
Receivables	C1-4	11,013	9,731
Inventories	C1-5	198	300
Contract assets and contract cost assets	C1-6	1,850	939
Non Current assets classified as 'held for sale'	C1-7	23,250	–
Other	C1-11a	439	1,250
Total current assets		175,496	155,613
Non-current assets			
Investments	C1-2	68,150	35,150
Receivables	C1-4	–	1
Infrastructure, property, plant and equipment (IPPE)	C1-8	2,768,434	2,638,284
Investment property	C1-9	28,293	45,376
Intangible assets	C1-10	2,478	1,574
Right of use assets	C2-1	35	21
Total non-current assets		2,867,390	2,720,406
Total assets		3,042,886	2,876,019
LIABILITIES			
Current liabilities			
Payables	C3-1	29,565	23,288
Contract liabilities	C3-2	11,168	10,316
Lease liabilities	C2-1	14	1
Borrowings	C3-3	826	792
Employee benefit provisions	C3-4	10,054	9,004
Provisions	C3-5	201	188
Total current liabilities		51,828	43,589
Non-current liabilities			
Contract liabilities	C3-2	6,070	3,234
Lease liabilities	C2-1	21	20
Borrowings	C3-3	11,898	12,724
Employee benefit provisions	C3-4	786	713
Provisions	C3-5	16	15
Total non-current liabilities		18,791	16,706
Total liabilities		70,619	60,295
Net assets		2,972,267	2,815,724
EQUITY			
Accumulated surplus		1,475,572	1,405,494
IPPE revaluation surplus		1,496,695	1,410,230
Council equity interest		2,972,267	2,815,724
Total equity		2,972,267	2,815,724

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

City of Canada Bay Council

Statement of Changes in Equity

for the year ended 30 June 2025

	Notes	2025			2024		
		Accumulated surplus	IPPE revaluation surplus	Total equity	Accumulated surplus	IPPE revaluation surplus	Total equity
\$ '000							
Opening balance at 1 July		1,405,494	1,410,230	2,815,724	1,342,631	1,489,686	2,832,317
Restated opening balance		1,405,494	1,410,230	2,815,724	1,342,631	1,489,686	2,832,317
Net operating result for the year		70,078	–	70,078	62,863	–	62,863
Net operating result for the period		70,078	–	70,078	62,863	–	62,863
Other comprehensive income							
Gain (loss) on revaluation of infrastructure, property, plant and equipment	C1-8	–	86,465	86,465	–	(79,456)	(79,456)
Other comprehensive income		–	86,465	86,465	–	(79,456)	(79,456)
Total comprehensive income		70,078	86,465	156,543	62,863	(79,456)	(16,593)
Closing balance at 30 June		1,475,572	1,496,695	2,972,267	1,405,494	1,410,230	2,815,724

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

City of Canada Bay Council

Statement of Cash Flows

for the year ended 30 June 2025

Original unaudited budget 2025	\$ '000	Notes	Actual 2025	Actual 2024
Cash flows from operating activities				
Receipts:				
71,109	Rates and annual charges		71,821	67,110
21,590	User charges and fees		24,878	21,734
7,058	Interest received		8,188	6,362
19,381	Grants and contributions		73,293	59,908
13,000	Bonds, deposits and retentions received		15,907	12,922
6,092	Other revenue		6,687	7,532
5,101	Fines		5,706	5,215
Payments:				
(50,555)	Payments to employees		(49,518)	(44,451)
(41,407)	Payments for materials and services		(33,379)	(34,775)
(587)	Borrowing costs		(588)	(633)
(12,600)	Bonds, deposits and retentions refunded		(14,357)	(12,584)
(7,180)	Other expenditure		(15,591)	(14,618)
31,002	Net cash provided from operating activities	F1-1	93,047	73,722
Cash flows from investing activities				
Receipts:				
—	Sale of investments		9,500	5,000
100,000	Redemption of term deposits		215,018	191,912
501	Proceeds from sale of IPPE		1,910	841
Payments:				
—	Purchase of investments		(12,150)	(4,650)
(54,110)	Acquisition of term deposits		(253,518)	(224,912)
—	Purchase of investment property		23,250	(2)
(76,159)	Payments for IPPE		(87,784)	(43,344)
(442)	Purchase of intangible assets		(1,259)	(824)
(30,210)	Net cash used in investing activities		(105,033)	(75,979)
Cash flows from financing activities				
Receipts:				
—	Proceeds from borrowings		—	—
Payments:				
(792)	Repayment of borrowings		(792)	(1,174)
—	Principal component of lease payments		(19)	(32)
(792)	Net cash provided from financing activities		(811)	(1,206)
—	Net change in cash and cash equivalents		(12,797)	(3,463)
25,000	Cash and cash equivalents at beginning of year		37,393	40,856
25,000	Cash and cash equivalents at end of year	C1-1	24,596	37,393
100,534	plus: Investments on hand at end of year	C1-2	182,300	141,150
125,534	Total cash, cash equivalents and investments		206,896	178,543

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

City of Canada Bay Council

Contents for the notes to the Financial Statements for the year ended 30 June 2025

A About Council and these financial statements	12
A1-1 Basis of preparation	12
B Financial Performance	14
B1 Functions or activities	14
B1-1 Functions or activities – income, expenses and assets	14
B1-2 Components of functions or activities	15
B2 Sources of income	17
B2-1 Rates and annual charges	17
B2-2 User charges and fees	18
B2-3 Other revenues	20
B2-4 Grants and contributions	21
B2-5 Interest and investment income	26
B2-6 Other income	26
B3 Costs of providing services	27
B3-1 Employee benefits and on-costs	27
B3-2 Materials and services	27
B3-3 Borrowing costs	29
B3-4 Depreciation, amortisation and impairment of non-financial assets	29
B3-5 Other expenses	31
B4 Gains or losses	32
B4-1 Gain or loss from the disposal, replacement and de-recognition of assets	32
B5 Performance against budget	33
B5-1 Material budget variations	33
C Financial position	35
C1 Assets we manage	35
C1-1 Cash and cash equivalents	35
C1-2 Financial investments	35
C1-3 Restricted and allocated cash, cash equivalents and investments	37
C1-4 Receivables	39
C1-5 Inventories	41
C1-6 Contract assets and Contract cost assets	41
C1-7 Non-current assets classified as held for sale	42
C1-8 Infrastructure, property, plant and equipment	43
C1-9 Investment properties	46
C1-10 Intangible assets	47
C1-11 Other	47
C2 Leasing activities	49
C2-1 Council as a lessee	49
C2-2 Council as a lessor	50
C3 Liabilities of Council	52
C3-1 Payables	52
C3-2 Contract Liabilities	52
C3-3 Borrowings	53

City of Canada Bay Council

Contents for the notes to the Financial Statements for the year ended 30 June 2025

C3-4 Employee benefit provisions	55
C3-5 Provisions	55
C4 Reserves	57
C4-1 Nature and purpose of reserves	57
D Risks and accounting uncertainties	58
D1-1 Risks relating to financial instruments held	58
D2-1 Fair value measurement	62
D3-1 Contingencies	69
E People and relationships	72
E1 Related party disclosures	72
E1-1 Key management personnel (KMP)	72
E1-2 Councillor and Mayoral fees and associated expenses	73
E2 Other relationships	74
E2-1 Audit fees	74
F Other matters	75
F1-1 Statement of Cash Flows information	75
F2-1 Commitments	76
F3-1 Events occurring after the reporting date	77
F4 Statement of developer contributions	78
F4-1 Summary of developer contributions	78
F4-2 Developer contributions by plan	78
F4-3 S7.4 planning agreements	79
F4-4 SEPP Affordable housing	80
G Additional Council disclosures (unaudited)	82
G1-1 Financial review	82
G1-2 Council information and contact details	83

A About Council and these financial statements

A1-1 Basis of preparation

These financial statements were authorised for issue by Council on dd MMMM yyyy. Council has the power to amend and reissue these financial statements in cases where critical information is received from public submissions or where the OLG directs Council to amend the financial statements.

The material accounting policy information related to these financial statements are set out below. Accounting policies have been consistently applied to all the years presented, unless otherwise stated.

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Australian Accounting Interpretations, the *Local Government Act 1993* (NSW) and *Local Government (General) Regulation 2021* (Regulation), and the Local Government Code of Accounting Practice and Financial Reporting. Council is a not for-profit entity. The financial statements are presented in Australian dollars and are rounded to the nearest thousand dollars.

Starting from here, unless otherwise indicated, all amounts disclosed in the financial statements are actual amounts. Specific budgetary amounts have been included for comparative analysis (to actuals) in the following reports and notes and are clearly marked.:

- Income statement
- Statement of cash flows
- B5-1 Material budget variations

Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain infrastructure, property, plant and equipment and investment property.

Significant accounting estimates and judgements

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Council's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the Council and that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

Council makes estimates and assumptions concerning the future.

The resulting accounting estimates will, by definition, seldom equal the related actual results.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

- estimated fair values of investment properties – refer Note C1-9
- estimated fair values of infrastructure, property, plant and equipment – refer Note C1-8
- employee benefit provisions – refer Note C3-4.

Significant judgements in applying the Council's accounting policies

- Impairment of receivables – refer Note C1-4.
- Determination of whether performance obligations are sufficiently specific and whether the contract is within the scope of AASB 15 *Revenue from Contracts with Customers* and / or AASB 1058 *Income of Not-for-Profit Entities* – refer to Notes B2-2 – B2-4.
- Determination of the lease term, discount rate (when not implicit in the lease) and whether an arrangement contains a lease – refer to Note C2-1.

Monies and other assets received by Council

The Consolidated Fund

In accordance with the provisions of Section 409(1) of the *Local Government Act 1993* (NSW), all money and property received by Council is held in the Council's Consolidated Fund unless it is required to be held in the Council's Trust Fund.

A1-1 Basis of preparation (continued)

The Trust Fund

In accordance with the provisions of Section 411 of the *Local Government Act 1993(NSW)*, a separate and distinct Trust Fund is maintained to account for all money and property received by Council in trust which must be applied only for the purposes of, or in accordance with, the trusts relating to those monies. Trust monies and property subject to Council's control have been included in these reports.

A separate statement of monies held in the Trust Fund is available for inspection at the council office by any person free of charge.

Goods and Services Tax (GST)

Volunteer services

Council does not have material dependence on volunteer services. Volunteers are utilised in Library Services, Community Services, Cultural Events & Sustainability. These services are not recognised due to their nature and are of a non-material value.

New accounting standards and interpretations issued but not yet effective

New accounting standards and interpretations issued but not yet effective

Certain new accounting standards and interpretations (ie. pronouncements) have been published by the Australian Accounting Standards Board that are not mandatory for the 30 June 2025 reporting period.

Council has not applied any pronouncements before its operative date in the annual reporting period beginning 1 July 2024.

As at the date of authorisation of these financial statements Council does not consider that any of these new (and still to be applied) standards and interpretations are likely to have a material impact on the Council's future financial statements, financial position, financial performance or cash flows.

New accounting standards adopted during the year

During the year Council adopted all accounting standards and interpretations (as issued by the Australian Accounting Standards Board) which were mandatorily effective from the first time at 30 June 2024.

Those newly adopted standards did not have a material impact on Councils reported financial position, financial performance and/or associated financial statement disclosures.

B Financial Performance

B1 Functions or activities

B1-1 Functions or activities – income, expenses and assets

Income, expenses and assets have been directly attributed to the following functions or activities. Details of those functions or activities are provided in Note B1-2.

\$ '000	Income		Expenses		Operating result		Grants and contributions		Carrying amount of assets	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Functions or activities										
Connected community	25,875	19,146	44,782	36,898	(18,907)	(17,752)	639	856	704,608	644,084
Sustainable and thriving environment	23,586	23,772	31,011	27,441	(7,425)	(3,669)	4,196	5,514	153,897	121,629
Vibrant urban living	2,609	2,677	7,977	7,603	(5,368)	(4,926)	789	275	1,976	2,533
Infrastructure and transport	9,836	11,877	30,387	29,848	(20,551)	(17,971)	4,223	7,468	1,835,369	1,803,517
Civic leadership	139,173	122,432	16,844	15,251	122,329	107,181	63,343	54,856	347,036	304,256
Total functions and activities	201,079	179,904	131,001	117,041	70,078	62,863	73,190	68,969	3,042,886	2,876,019

B1-2 Components of functions or activities

Details relating to the Council's functions or activities as reported in B1-1 are as follows:

Connected Community

1. Foster an inclusive community where diversity is welcomed and celebrated
2. Celebrate, recognise, and honour Aboriginal and Torres Strait Islander cultures
3. Provide the community with equitable access to a range of programs, services, and facilities
4. Promote a community where residents feel safe and enjoy good health
5. Provide open space, facilities, and programs that promote active lifestyles

Sustainable and thriving environment

1. Reduce greenhouse gas emissions
2. Increase urban tree canopy
3. Reduce waste to landfill through avoidance and increased recycling and reuse
4. Enhance and protect native flora and fauna to support local biodiversity
5. Improve access to, and enhance the quality of, the City's foreshore and waterways

Vibrant urban living

1. Create vibrant local village centres and community hubs
2. Improve access to local art, culture and creative activities
3. Promote the City as an attractive, welcoming place to do business
4. Ensure the built environment respects the unique neighbourhood character and responds deftly to evolving community needs

Infrastructure and transport

1. Manage local assets to ensure they continue to meet community needs and address climate adaptation
2. Manage traffic and parking to minimise congestion and increase road safety
3. Encourage active and accessible transport opportunities

Civic leadership

1. Council is accountable, efficient, and ready to meet future challenges
2. Council is supported by a skilled and efficient workforce that is equipped to meet the needs of a growing community
3. Council works with partners to actively shape the City's future
4. The City of Canada Bay community is well informed and eager to engage in issues and decisions that impact them

B1-2 Components of functions or activities (continued)

B2 Sources of income

B2-1 Rates and annual charges

\$ '000	2025	2024
Ordinary rates		
Residential	45,976	43,010
Business	6,970	6,784
Less: pensioner rebates	(626)	(629)
Rates levied to ratepayers	52,320	49,165
Pensioner rate subsidies received	339	348
Total ordinary rates	52,659	49,513
Annual charges (pursuant to s496, 496A, 496B, 501 & 611)		
Domestic waste management services	18,282	17,161
Stormwater management services	749	740
Less: pensioner rebates	(230)	(232)
Annual charges levied	18,801	17,669
Pensioner annual charges subsidies received:		
– Other	125	128
Total annual charges	18,926	17,797
Total rates and annual charges	71,585	67,310

Council has used 01/07/2022 year valuations provided by the NSW Valuer General in calculating its rates.

Material accounting policy information

Rates and annual charges are recognised as revenue at the beginning of the rating period to which they relate. Prepaid rates are recognised as a financial liability until the beginning of the rating period.

Pensioner rebates relate to reductions in rates and certain annual charges for eligible pensioners' place of residence in the local government council area.

Pensioner rate subsidies are received from the NSW Government to provide a contribution towards the pensioner rebates and are recognised within the underlying revenue item based on their substance.

B2-2 User charges and fees

\$ '000	Timing	2025	2024
Specific user charges (per s502 - specific 'actual use' charges)			
Waste management services (non-domestic)	2	1,122	989
Total specific user charges		1,122	989
Other user charges and fees			
(i) Fees and charges – statutory and regulatory functions (per s608)			
Building regulation	2	296	315
Planning and building regulation	2	1,228	1,849
Private works – section 67	2	249	60
Registration fees	2	40	47
Section 10.7 certificates (EP&A Act)	2	339	326
Section 603 certificates	2	211	181
Section 611 charges	2	60	60
Occupancy of public land	2	3,507	432
Hoardings	2	2,654	535
Shop inspections	2	271	269
Total fees and charges – statutory/regulatory		8,855	4,074
(ii) Fees and charges – other (incl. general user charges (per s608))			
Aged care	2	24	23
Child care	2	4,033	3,715
Leaseback fees – Council vehicles	2	428	444
Leisure centre	2	4,153	3,666
Park rents	2	541	527
Parking fees	2	782	960
Restoration charges	2	2,606	1,621
Admission and service fees	2	2,308	1,915
Golf course fees	2	2,234	2,208
Halls and meeting rooms	2	1,467	1,270
Library	2	37	32
Other	2	–	2
Total fees and charges – other		18,613	16,383
Total other user charges and fees		27,468	20,457
Total user charges and fees		28,590	21,446
Timing of revenue recognition for user charges and fees			
User charges and fees recognised over time (1)		–	–
User charges and fees recognised at a point in time (2)		28,590	21,446
Total user charges and fees		28,590	21,446

B2-2 User charges and fees (continued)

Material accounting policy information

Revenue arising from user charges and fees is recognised when or as the performance obligation is completed and the customer receives the benefit of the goods / services being provided.

The performance obligation relates to the specific services which are provided to the customers and generally the payment terms are within 30 days of the provision of the service or in some cases such as Five Dock Leisure Centre and Council Golf Courses, the customer is required to pay on arrival. There is no material obligation for Council in relation to refunds or returns.

Where an upfront fee is charged such as membership fees for the leisure centre the fee is recognised on a straight-line basis over the expected life of the membership.

Licences granted by Council are all either short-term or low value and all revenue from licences is recognised at the time that the licence is granted rather than the term of the licence.

B2-3 Other revenues

\$ '000	Timing	2025	2024
Fines – parking	2	5,487	5,068
Fines – other	2	20	74
Legal fees recovery – rates and charges (extra charges)	2	62	47
Legal fees recovery – other	2	20	53
Commissions and agency fees	2	75	52
Diesel rebate	2	38	38
Insurance claims recoveries	2	64	28
Recycling income	2	5	137
Sale of abandoned vehicles	2	25	3
Sales – general	2	8	4
Fines – building compliance	2	198	73
Bus shelter advertising	2	1,006	978
Energy certificates	2	9	139
Other	2	504	414
Sponsorships	2	133	67
Fire and emergency services levy (FESL) implementation		90	–
Total other revenue		7,744	7,175
Timing of revenue recognition for other revenue			
Other revenue recognised over time (1)		–	–
Other revenue recognised at a point in time (2)		7,744	7,175
Total other revenue		7,744	7,175

Material accounting policy information for other revenue

Where the revenue is earned for the provision of specified goods / services under an enforceable contract, revenue is recognised when or as the obligations are satisfied.

Statutory fees and fines are recognised as revenue when the service has been provided, the payment is received or when the penalty has been applied, whichever occurs first.

Other revenue is recorded when the payment is due, the value of the payment is notified, or the payment is received, whichever occurs first.

B2-4 Grants and contributions

\$ '000	Timing	Operating 2025	Operating 2024	Capital 2025	Capital 2024
General purpose grants and non-developer contributions (untied)					
General purpose (untied)					
Current year allocation					
Financial assistance – general component	2	365	23	–	–
Financial assistance – local roads component	2	123	4	–	–
Payment in advance - future year allocation					
Financial assistance – general component	2	1,226	1,980	–	–
Financial assistance – local roads component	2	419	675	–	–
Other					
Other grants	2	114	–	–	75
Amount recognised as income during current year		2,247	2,682	–	75
Special purpose grants and non-developer contributions (tied)					
Cash contributions					
Previously specific grants:					
Child care	2	277	343	–	–
Community care	2	27	127	–	–
Environmental programs	2	2	–	–	–
Floodplain management	2	180	–	–	–
Heritage and cultural	2	113	108	–	–
Library	2	320	312	–	–
Library – special projects	2	–	–	11	73
LIRS subsidy	1	–	469	–	–
Recreation and culture	1	32	228	3,293	7,344
Environmental projects	2	466	1,017	–	–
Planning	1	331	–	–	–
Sport and recreation	2	183	38	295	3
Street lighting	2	181	178	–	–
Transport (road safety funding)	2	–	53	–	–
Traffic route subsidy	2	34	33	–	–
Transport (roads to recovery)	2	279	223	–	–
Transport (other roads and bridges funding)	2	37	3	–	1,115
Previously contributions:					
Drainage	2	45	87	–	–
Heritage/cultural	2	–	3	–	–
Other councils – joint works/services	2	–	359	–	–
Recreation and culture	2	46	345	–	2
Roads and bridges	2	192	201	807	404
Transport for NSW contributions (regional roads, block grant)	2	397	389	136	691
Other contributions	2	137	130	–	–
Environmental contributions	2	131	215	1,316	–
Insurance incentive scheme contribution	2	130	120	–	–
Total special purpose grants and non-developer contributions – cash		3,540	4,981	5,858	9,632
Non-cash contributions					
Recreation and culture		–	–	311	–
Roads and bridges	2	–	–	35	109
Other	2	–	–	533	11
Total other contributions – non-cash		–	–	879	120
Total special purpose grants and non-developer contributions (tied)		3,540	4,981	6,737	9,752

continued on next page

Page 21 of 85

B2-4 Grants and contributions (continued)

\$ '000	Timing	Operating 2025	Operating 2024	Capital 2025	Capital 2024
Total grants and non-developer contributions		5,787	7,663	6,737	9,827
Comprising:					
– Commonwealth funding		2,413	2,920	1,225	479
– State funding		2,896	3,225	4,595	9,086
– Other funding		478	1,518	917	262
		5,787	7,663	6,737	9,827

continued on next page

Page 22 of 85

B2-4 Grants and contributions (continued)

Developer contributions

\$ '000	Notes	Timing	Operating 2025	Operating 2024	Capital 2025	Capital 2024
Developer contributions:						
(s7.4 & s7.11 - EP&A Act, s64 of the LGA):						
F4						
Cash contributions						
S 7.4 – contributions using planning agreements		2	–	–	574	42,575
S 7.11 – contributions towards amenities/services		2	733	625	17,461	6,026
S 7.12 – fixed development consent levies		2	–	–	1,873	2,253
Affordable housing contributions		2	–	–	37,580	–
Total developer contributions – cash			733	625	57,488	50,854
Non-cash contributions						
S 7.4 – contributions using planning agreements		2	–	–	2,445	–
Total developer contributions non-cash			–	–	2,445	–
Total developer contributions			733	625	59,933	50,854
Total contributions			733	625	59,933	50,854
Total grants and contributions			6,520	8,288	66,670	60,681
Timing of revenue recognition						
Grants and contributions recognised over time (1)			363	697	3,293	7,344
Grants and contributions recognised at a point in time (2)			6,157	7,591	63,377	53,337
Total grants and contributions			6,520	8,288	66,670	60,681

B2-4 Grants and contributions (continued)

Unspent grants and contributions

Certain grants and contributions are obtained by Council on the condition they be spent in a specified manner or in a future period but which are not yet spent in accordance with those conditions are as follows:

\$ '000	Operating 2025	Operating 2024	Capital 2025	Capital 2024
Unspent grants and contributions				
Unspent funds at 1 July	36	105	—	—
Add: Funds recognised as revenue in the reporting year but not yet spent in accordance with the conditions	73	39	—	—
Add: Funds received and not recognised as revenue in the current year	—	—	—	—
Less: Funds recognised as revenue in previous years that have been spent during the reporting year	(49)	(108)	—	—
Less: Funds received in prior year but revenue recognised and funds spent in current year	—	—	—	—
Unspent funds at 30 June	60	36	—	—
Developer Contributions				
Unspent funds at 1 July	—	—	84,807	50,073
Add: contributions recognised as revenue in the reporting year but not yet spent in accordance with the conditions	—	—	62,384	53,498
Add: contributions received and not recognised as revenue in the current year	—	—	—	—
Add: contributions recognised as income in the current period obtained in respect of a future rating identified by Council for the purpose of establishing a rate	—	—	—	—
Less: contributions recognised as revenue in previous years that have been spent during the reporting year	—	—	(42,836)	(18,763)
Unspent contributions at 30 June	—	—	104,355	84,808

Material accounting policy information

Grants and contributions under AASB 15 – enforceable agreement with sufficiently specific performance obligations

The performance obligations are varied based on the agreement, but include events, construction of Council owned assets and planning reviews.

Payment terms vary depending on the terms of the grant, cash is received upfront for some grants and on the achievement of certain payment milestones for others.

Each performance obligation is considered to ensure that the revenue recognition reflects the transfer of control and within grant agreements there may be some performance obligations where control transfers at a point in time and others which have continuous transfer of control over the life of the contract.

Where control is transferred over time, generally the input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

Capital grants

continued on next page

Page 24 of 85

B2-4 Grants and contributions (continued)

Capital grants received by Council under an enforceable contract for the acquisition or construction of infrastructure, property, plant and equipment to identified specifications which will be under Council's control on completion are recognised as revenue as and when the obligation to construct or purchase is completed.

For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project.

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the Council.

Developer contributions

Council has obligations to provide facilities from contribution revenues levied on developers under the provisions of sections 7.4, 7.11 and 7.12 of the *Environmental Planning and Assessment Act 1979* (EP&A Act).

While Council generally incorporates these amounts as part of a Development Consents Order, such developer contributions are only recognised as income upon receipt by Council, due to the possibility that individual development consents may not be acted upon by the applicant and, accordingly, would not be payable to Council.

Developer contributions may only be expended for the purposes for which the contributions were required, but Council may apply contributions according to the priorities established in work schedules for the contribution plan.

Other grants and contributions

Assets, including cash, received from other grants and contributions are recognised at fair value when the asset is received. Council considers whether there are any related liability or equity items associated with the asset which are recognised in accordance with the relevant accounting standard.

Once the assets and liabilities have been recognised then income is recognised for any remaining asset value at the time that the asset is received.

B2-5 Interest and investment income

\$ '000	2025	2024
Interest on financial assets measured at amortised cost		
– Overdue rates and annual charges (incl. special purpose rates)	283	227
– Cash and investments	9,102	7,186
Total interest and investment income (losses)	9,385	7,413
Interest and investment income is attributable to:		
Unrestricted investments/financial assets:		
Overdue rates and annual charges (general fund)	283	227
General Council cash and investments	5,097	5,166
Restricted investments/funds – external:		
Developer contributions		
– Section 7.11 & 7.12	1,277	888
– Voluntary planning agreements	1,331	643
– SEPP Affordable housing agreements	1,397	489
Total interest and investment income	9,385	7,413

B2-6 Other income

\$ '000	Notes	2025	2024
Reversal of impairment losses on receivables			
User charges and fees		12	–
Other		1	179
Total reversal of impairment losses on receivables	C1-4	13	179
Fair value increment on investment properties			
Fair value increment on investment properties		6,167	3,254
Total fair value increment on investment properties	C1-9	6,167	3,254
Rental income			
Investment properties			
Lease income (excluding variable lease payments not dependent on an index or rate)		264	248
Total investment properties		264	248
Other lease income			
Affordable housing		624	591
Council properties		3,088	2,943
Footpath dining		429	376
Total other lease income		4,141	3,910
Total rental income	C2-2	4,405	4,158
Total other income		10,585	7,591

B3 Costs of providing services

B3-1 Employee benefits and on-costs

\$ '000	2025	2024
Salaries and wages	39,605	35,336
Travel expenses	13	10
Employee leave entitlements (ELE)	4,519	4,076
ELE on-costs	120	(117)
Superannuation – defined benefit plans	167	224
Superannuation – guarantee levy	4,669	3,968
Workers' compensation insurance	891	859
Fringe benefit tax (FBT)	388	299
Training costs (other than salaries and wages)	430	415
Protective clothing	82	75
Maternity leave	179	62
Other	164	202
Total employee costs	51,227	45,409
Total employee costs expensed	51,227	45,409

Material accounting policy information

Superannuation plans

Contributions to defined contribution plans are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

Council participates in a defined benefit plan under the Local Government Superannuation Scheme, however, sufficient information to account for the plan as a defined benefit is not available and therefore Council accounts for its obligations to defined benefit plans on the same basis as its obligations to defined contribution plans, i.e. as an expense when it becomes payable – refer to Note D3-1 for more information.

B3-2 Materials and services

\$ '000	Notes	2025	2024
Raw materials and consumables		2,907	3,337
– Cleaning		1,310	1,317
– Golf course management		313	365
– Information systems		265	264
– Rate payment agencies		87	89
– Swimming pool management		407	395
– Waste management		11,029	10,220
– Contractor maintenance and repairs		7,324	6,400
– other contractor and consultancy costs		6,004	5,437
Audit Fees	E2-1	131	126
Infringement notice contract costs (SEINS)		775	694
Previously other expenses:			
Councillor and Mayoral fees and associated expenses	E1-2	299	272
Advertising		107	101
Bank charges		219	180
Information systems		2,242	2,059
Election expenses		688	–
Electricity and heating		1,213	1,114
Postage		193	179
Printing and stationery		371	340
Repairs and maintenance		350	–
Street lighting		714	1,728
Subscriptions and publications		561	502
Telephone and communications		242	346
Valuation fees		131	126

continued on next page

Page 27 of 85

B3-2 Materials and services (continued)

\$ '000	2025	2024
Travel expenses	15	11
Agency personnel	1,007	1,445
Training costs (other than salaries and wages)	29	21
Other expenses	531	553
Fuel and oil	450	482
Insurance – excess	172	192
Insurance – premiums	2,074	1,922
Motor vehicle registrations	150	132
Strata levies	68	87
Water	477	430
Legal expenses:		
– Legal expenses: planning and development	201	305
– Legal expenses: debt recovery	78	47
– Legal expenses: other	565	878
Other	324	9
Expenses from leases of low value assets and short term leases	147	124
Total materials and services	44,170	42,229
Total materials and services	44,170	42,229

B3-3 Borrowing costs

\$ '000	2025	2024
(i) Interest bearing liability costs		
Interest on leases	1	1
Interest on loans	587	632
Total interest bearing liability costs	588	633
Total interest bearing liability costs expensed	588	633
(ii) Other borrowing costs		
Fair value adjustments on recognition of advances and deferred debtors		
Total borrowing costs expensed	588	633

B3-4 Depreciation, amortisation and impairment of non-financial assets

\$ '000	Notes	2025	2024
Depreciation and amortisation			
Plant and equipment		793	688
Office equipment		90	62
Furniture and fittings		99	85
Land improvements (depreciable)		735	626
Infrastructure:	C1-8		
– Buildings – non-specialised		4,233	4,016
– Buildings – specialised		339	329
– Other structures		3,460	3,267
– Roads		5,043	4,733
– Bridges		165	147
– Footpaths		1,129	1,081
– Stormwater drainage		1,682	1,625
– Swimming pools		184	176
Right of use assets	C2-1	19	32
Other assets:			
– Heritage collections		16	16
– Library books		454	435
– Other		157	143
Intangible assets	C1-10	355	302
Total gross depreciation and amortisation costs		18,953	17,763
Total depreciation and amortisation costs		18,953	17,763
Total depreciation, amortisation and impairment for non-financial assets		18,953	17,763

Material accounting policy information

Depreciation and amortisation

Depreciation and amortisation are calculated using the straight line method to allocate their cost, net of their residual values, over their estimated useful lives. In calculating depreciation, a review of the assets useful life and pattern of consumption is undertaken at each reporting date.

Impairment of non-financial assets

Council assets held at fair value that are not held primarily for their ability to generate net cash flow, and that are deemed to be specialised, are not tested for impairment since these assets are assessed on an annual basis to ensure that the carrying amount is not materially different from fair value and therefore an impairment loss would be captured during this assessment.

Intangible assets not yet available for use, are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired.

Other non-financial assets that do not meet the criteria above are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by

B3-4 Depreciation, amortisation and impairment of non-financial assets (continued)

which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows that are largely independent of the cash inflows from other assets or groups of assets (cash-generating units).

Impairment losses for revalued assets are firstly offset against the amount in the revaluation surplus for the class of asset, with only the excess to be recognised in the Income Statement.

B3-5 Other expenses

\$ '000	Notes	2025	2024
Impairment of receivables			
User charges and fees		5,050	–
Other		136	10
Total impairment of receivables	C1-4	5,186	10
Other			
Contributions/levies to other levels of government			
– Department of planning levy		197	191
– Emergency services levy		319	445
– NSW fire brigade levy		2,349	2,364
– Waste levy		3,695	3,420
– Donations, contributions and assistance		633	696
- Decrement of Operational Land Held for Sale		–	–
Total other		7,193	7,116
Total other expenses		12,379	7,126

B4 Gains or losses

B4-1 Gain or loss from the disposal, replacement and de-recognition of assets

\$ '000	Notes	2025	2024
Gain (or loss) on disposal of property (excl. investment property)			
Proceeds from disposal – property		600	–
Less: carrying amount of property assets sold/written off		(600)	(333)
Gain (or loss) on disposal		–	(333)
Gain (or loss) on disposal of plant and equipment			
	C1-8		
Proceeds from disposal – plant and equipment		1,310	841
Less: carrying amount of plant and equipment assets sold/written off		(1,256)	(596)
Gain (or loss) on disposal		54	245
Gain (or loss) on disposal of infrastructure			
	C1-8		
Less: carrying amount of infrastructure assets sold/written off		(3,738)	(3,793)
Gain (or loss) on disposal		(3,738)	(3,793)
Gain (or loss) on disposal of term deposits			
	C1-2		
Proceeds from disposal/redemptions/maturities – term deposits		–	–
Less: carrying amount of term deposits sold/redeemed/matured		–	–
Gain (or loss) on disposal		–	–
Net gain (or loss) from disposal of assets		(3,684)	(3,881)

B5 Performance against budget

B5-1 Material budget variations

Council's original budget was adopted by the Council on 18 June 2024 and is not required to be audited. The original projections on which the budget was based have been affected by a number of factors. These include state and federal government decisions, including new grant programs, changing economic activity, environmental factors, and by decisions made by Council.

While these General Purpose Financial Statements include the original budget adopted by Council, the Act requires Council to review its financial budget on a quarterly basis, so it is able to manage the variation between actuals and budget that invariably occur during the year.

Material variations of more than 10% between original budget and actual results or where the variance is considered material by nature are explained below.

Variation Key: **F** = Favourable budget variation, **U** = Unfavourable budget variation.

\$ '000	2025 Budget	2025 Actual	2025 ----- Variance -----	
Revenues				
Rates and annual charges	71,109	71,585	476	1% F
User charges and fees	21,590	28,590	7,000	32% F
Additional income from Sydney Metro, relating to use of public space, occupation of public land and hoarding fees and restoration fees.				
Other revenues	6,748	7,744	996	15% F
Infringement income better than anticipated by \$605K, with the remaining \$390K, relating to reimbursement to Council not anticipated at the beginning of the financial year.				
Operating grants and contributions	6,506	6,520	14	0% F
Capital grants and contributions	12,875	66,670	53,795	418% F
Larger than anticipated developer contributions received, particularly Affordable Housing contributions, and contributions relating to Rhodes.				
Interest and investment revenue	7,058	9,385	2,327	33% F
Additional developer contributions to invest and interest rates yields higher than anticipated.				
Other income	4,446	10,585	6,139	138% F
Fair value of Investment properties higher than anticipated at \$1.7M				
Expenses				
Employee benefits and on-costs	50,555	51,227	(672)	(1)% U
Materials and services	41,407	44,170	(2,763)	(7)% U
Borrowing costs	587	588	(1)	0% U
Depreciation, amortisation and impairment of non-financial assets	17,528	18,953	(1,425)	(8)% U
Other expenses	7,180	12,379	(5,199)	(72)% U
Doubtful debt brought to account for unpaid accounts on leasing, and Sydney Metro occupation of public space and hoarding fees.				
Statement of cash flows				
Cash flows from operating activities	31,002	93,047	62,045	200% F
Cash flows from investing activities	(30,210)	(105,033)	(74,823)	248% U

continued on next page

Page 33 of 85

B5-1 Material budget variations (continued)

\$ '000	2025	2025	2025	
	Budget	Actual	----- Variance -----	
Cash flows from financing activities	(792)	(811)	(19)	2% U

C Financial position

C1 Assets we manage

C1-1 Cash and cash equivalents

\$ '000	2025	2024
Cash assets		
Cash on hand and at bank	1,621	5,314
Cash equivalent assets		
– Deposits at call	22,975	32,079
– Short-term deposits	–	–
Total cash and cash equivalents	24,596	37,393

Reconciliation of cash and cash equivalents

Total cash and cash equivalents per Statement of Financial Position	24,596	37,393
Balance as per the Statement of Cash Flows	24,596	37,393

C1-2 Financial investments

	2025 Current	2025 Non-current	2024 Current	2024 Non-current
\$ '000				
Debt securities at amortised cost				
Long term deposits	104,000	41,000	96,500	10,000
Government and semi-government bonds	1,500	4,300	4,000	3,500
NCD's, FRN's (with maturities > 3 months)	8,650	22,850	5,500	21,650
Total	114,150	68,150	106,000	35,150
Total financial investments	114,150	68,150	106,000	35,150
Total cash assets, cash equivalents and investments	138,746	68,150	143,393	35,150

C1-2 Financial investments (continued)

Material accounting policy information

Financial instruments are recognised initially on the date that the Council becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, Council classifies its financial assets into the following categories – those measured at:

- amortised cost
- fair value through profit and loss (FVTPL)
- fair value through other comprehensive income – equity instrument (FVOCI-equity)

Financial assets are not reclassified subsequent to their initial recognition.

Amortised cost

Council's financial assets measured at amortised cost comprise trade and other receivables, term deposits and cash and cash equivalents in the Statement of Financial Position. Term deposits with an initial term of more than 3 months are classified as investments rather than cash and cash equivalents.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, impairment and gains or loss on de-recognition are recognised in profit or loss.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss (FVTPL) are financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short-term. Assets in this category are held at fair value with changes in value taken through profit or loss at each reporting period.

Council's financial assets measured at FVTPL comprise investments in Floating Rate Notes and Negotiable Certificates of Deposit.

C1-3 Restricted and allocated cash, cash equivalents and investments

\$ '000	2025	2024
(a) Externally restricted cash, cash equivalents and investments		
Total cash, cash equivalents and investments	206,896	178,543
Less: Externally restricted cash, cash equivalents and investments	(142,807)	(120,249)
Cash, cash equivalents and investments not subject to external restrictions	64,089	58,294
External restrictions		
External restrictions – included in liabilities		
External restrictions included in cash, cash equivalents and investments above comprise:		
Specific purpose unexpended loans – general	2,692	2,692
Contract Liabilities	14,822	12,355
External restrictions – included in liabilities	17,514	15,047
External restrictions – other		
External restrictions included in cash, cash equivalents and investments above comprise:		
Developer contributions – general	104,355	84,807
Specific purpose unexpended grants (recognised as revenue) – general fund	60	36
Stormwater management	509	316
Domestic waste management	20,369	20,043
External restrictions – other	125,293	105,202
Total external restrictions	142,807	120,249

Cash, cash equivalents and investments subject to external restrictions are those which are only available for specific use by Council due to a restriction placed by legislation or third-party contractual agreement.

\$ '000	2025	2024
(b) Internal allocations		
Cash, cash equivalents and investments not subject to external restrictions	64,089	58,294
Less: Internally restricted cash, cash equivalents and investments	(50,795)	(48,218)
Unrestricted and unallocated cash, cash equivalents and investments	13,294	10,076

Internal allocations

At 30 June, Council has internally allocated funds to the following:

Plant and vehicle replacement	1,824	1,120
Infrastructure replacement – parking	1,196	932
Employees leave entitlement	2,206	2,206
Carry over works	11,006	9,144
Deposits, retentions and bonds	14,008	12,458
Affordable housing	4,573	4,211
Concord library and childcare centre	920	908
Concord oval	90	–
Drummoyne oval lights reserve	10	54
Election of councillors	–	400
Energy efficiency reserve	32	32
Financial assistance grant advance	1,645	2,656
Financial sustainability	855	876

continued on next page

Page 37 of 85

C1-3 Restricted and allocated cash, cash equivalents and investments (continued)

\$ '000	2025	2024
Investment fund	5,558	6,403
Massey park golf course	65	71
Parramatta River Catchment	—	214
Victoria avenue childcare	236	207
Water for the community	392	392
Workers compensation	125	—
Commercial Waste	4,926	4,926
Information Systems	1,128	1,008
Total internal allocations	50,795	48,218

Internal restrictions over cash, cash equivalents and investments are those assets restricted by Council.

\$ '000	2025	2024
(c) Unrestricted and unallocated		
Unrestricted and unallocated cash, cash equivalents and investments	13,294	10,076

C1-4 Receivables

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Rates and annual charges	2,543	121	2,614	113
Interest and extra charges	240	73	182	59
User charges and fees	111	–	129	–
Accrued revenues				
– Interest on investments	3,149	–	2,010	–
Net investment in finance lease	–	–	–	–
Government grants and subsidies	200	–	226	–
Net GST receivable	660	–	827	–
Employee advances	9	–	9	–
General debtors	7,229	–	1,891	–
Infringements	1,399	–	1,314	–
Property leases	697	–	899	1
Road restorations	534	–	236	–
Total	16,771	194	10,337	173
Less: provision for impairment				
Rates and annual charges	–	(121)	–	(113)
Interest and extra charges	–	(73)	–	(59)
Other debtors	(5,758)	–	(606)	–
Total provision for impairment – receivables	(5,758)	(194)	(606)	(172)
Total net receivables	11,013	–	9,731	1

\$ '000	2025	2024
Movement in provision for impairment of receivables		
Balance at the beginning of the year	778	955
+ new provisions recognised during the year	5,230	74
– amounts already provided for and written back this year	(44)	(72)
– amounts provided for but recovered during the year	(13)	(179)
Balance at the end of the year	5,951	778

Material accounting policy information

Receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Receivables are generally due for settlement within 30 days.

Impairment

Impairment of financial assets measured at amortised cost is recognised on an expected credit loss (ECL) basis.

When estimating ECL, Council considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on Council's historical experience and informed credit assessment, and including forward-looking information.

Council uses the simplified approach for trade receivables where the expected lifetime credit losses are recognised on day 1.

When considering the ECL for rates and annual charges debtors, Council takes into account that unpaid rates represent a charge against the rateable property that will be recovered when the property is next sold.

Credit losses are measured at the present value of the difference between the cash flows due to the entity in accordance with the contract, and the cash flows expected to be received. This is applied using a probability weighted approach.

Council writes off a receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, e.g. when the debtor has been placed under liquidation or has entered into bankruptcy proceedings, or when the receivables are over 5 years past due, whichever occurs first.

C1-4 Receivables (continued)

None of the receivables that have been written off are subject to enforcement activity.

Where Council renegotiates the terms of receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

C1-5 Inventories

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
(i) Inventories at cost				
Stores and materials	198	—	300	—
Total inventories at cost	198	—	300	—
Total inventories	198	—	300	—

Externally restricted assets

There are no restrictions applicable to the above assets.

C1-6 Contract assets and Contract cost assets

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Contract assets	1,850	—	939	—
Total contract assets and contract cost assets	1,850	—	939	—

C1-7 Non-current assets classified as held for sale

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Non-current assets held for sale				
Investment Properties	23,250	—	—	—
Total non-current assets held for sale	23,250	—	—	—
Total non-current assets classified as held for sale	23,250	—	—	—

Details of assets and disposal groups

Council resolved at its meeting of 17 June 2025 to commence an open market sale process for two properties being:
4-6 Beaconsfield Lane, Concord and
10 Thornleigh Avenue, Concord.

It is expected that the sales will be completed before 30 June 2026 and will facilitate housing development within the local government area.

Material accounting policy information

Non-current assets (or disposal groups) are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continued use and are measured at the lower of their carrying amount and fair value less costs to sell.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale.

C1-8 Infrastructure, property, plant and equipment

By aggregated asset class	At 1 July 2024			Asset movements during the reporting period										At 30 June 2025		
	Gross carrying amount	Accumulated depreciation and impairment	Net carrying amount	Additions renewals ¹	Additions new assets	Carrying value of disposals	Depreciation expense	WIP transfers	Adjustments and transfers	Other Movements to P&L	Revaluation decrements to equity (ARR)	Revaluation increments to equity (ARR)	Gross carrying amount	Accumulated depreciation and impairment	Net carrying amount	
\$ '000																
Capital work in progress	52,891	–	52,891	1,512	37,938	–	–	(5,260)	–	(82)	–	–	86,999	–	86,999	
Plant and equipment	11,669	(4,026)	7,643	–	2,367	(1,257)	(793)	–	19	–	–	–	11,854	(3,875)	7,979	
Office equipment	917	(528)	389	10	12	–	(90)	–	–	–	–	–	937	(616)	321	
Furniture and fittings	1,693	(932)	761	–	220	–	(99)	6	–	–	–	–	1,920	(1,032)	888	
Land:																
– Operational land	218,464	–	218,464	–	–	–	–	–	–	–	–	26,078	244,542	–	244,542	
– Community land	173,863	–	173,863	–	247	–	–	–	–	–	–	6,346	180,456	–	180,456	
– Land under roads (pre 1/7/08)	1,217,222	–	1,217,222	–	–	–	–	–	–	–	–	42,678	1,259,900	–	1,259,900	
– Land under roads (post 30/6/08)	22,084	–	22,084	–	–	(600)	–	–	–	–	(299)	742	21,927	–	21,927	
Land improvements – depreciable	26,812	(2,646)	24,166	1,758	74	(401)	(735)	652	1,519	–	–	1,042	30,602	(2,527)	28,075	
Infrastructure:																
– Buildings – non-specialised	276,874	(43,515)	233,359	2,192	2,502	(106)	(4,233)	623	26	–	(3,037)	–	294,307	(62,981)	231,326	
– Buildings – specialised	13,634	(6,135)	7,499	2,433	–	–	(339)	76	–	–	–	1,407	16,353	(5,277)	11,076	
– Other structures	203,510	(77,623)	125,887	8,672	584	(960)	(3,460)	1,764	(1,668)	–	–	4,727	214,557	(79,011)	135,546	
– Roads	475,642	(128,970)	346,672	3,789	348	(1,508)	(5,043)	1,591	89	–	–	2,184	489,515	(141,393)	348,122	
– Bridges	18,615	(6,021)	12,594	41	8	(7)	(165)	–	–	–	–	405	19,112	(6,236)	12,876	
– Footpaths	94,687	(17,581)	77,106	1,061	41	(81)	(1,129)	319	12	–	–	1,430	96,696	(17,937)	78,759	
– Stormwater drainage	169,684	(63,985)	105,699	669	175	(675)	(1,682)	84	–	–	–	2,598	169,633	(62,765)	106,868	
– Swimming pools	16,231	(7,283)	8,948	472	–	–	(184)	132	3	–	–	164	17,114	(7,579)	9,535	
Other assets:																
– Public Art	1,110	(194)	916	–	1	–	(16)	–	–	–	–	–	1,111	(210)	901	
– Library books	7,474	(6,064)	1,410	–	500	–	(454)	–	–	–	–	–	7,972	(6,516)	1,456	
– Other	1,794	(1,083)	711	–	315	–	(157)	13	–	–	–	–	2,125	(1,243)	882	
Total infrastructure, property, plant and equipment	3,004,870	(366,586)	2,638,284	22,609	45,332	(5,595)	(18,579)	–	–	(82)	(3,336)	89,801	3,167,632	(399,198)	2,768,434	

(1) Renewals are defined as the replacement of existing assets (as opposed to the acquisition of new assets).

C1-8 Infrastructure, property, plant and equipment (continued)

By aggregated asset class	At 1 July 2023			Asset movements during the reporting period								At 30 June 2024		
	Gross carrying amount	Accumulated depreciation and impairment	Net carrying amount	Additions renewals ¹	Additions new assets	Carrying value of disposals	Depreciation expense	WIP transfers	Adjustments and transfers	Revaluation decrements to equity (ARR)	Revaluation increments to equity (ARR)	Gross carrying amount	Accumulated depreciation and impairment	Net carrying amount
\$ '000														
Capital work in progress	154	–	154	1,992	17,064	–	–	33,681	–	–	–	52,891	–	52,891
Plant and equipment	10,321	(4,363)	5,958	–	2,969	(596)	(688)	–	–	–	–	11,669	(4,026)	7,643
Office equipment	775	(470)	305	22	125	(1)	(62)	–	–	–	–	917	(528)	389
Furniture and fittings	1,418	(847)	571	–	275	–	(85)	–	–	–	–	1,693	(932)	761
Land:														
– Operational land	216,050	–	216,050	–	–	–	–	–	–	–	2,414	218,464	–	218,464
– Community land	185,041	–	185,041	–	–	–	–	–	–	(11,178)	–	173,863	–	173,863
– Land under roads (pre 1/7/08)	1,337,017	–	1,337,017	–	–	–	–	–	–	(119,795)	–	1,217,222	–	1,217,222
– Land under roads (post 30/6/08)	24,148	–	24,148	109	–	–	–	–	–	(2,173)	–	22,084	–	22,084
Land improvements – depreciable	21,818	(2,211)	19,607	1,297	1,944	(570)	(626)	–	1,768	–	746	26,812	(2,646)	24,166
Infrastructure:														
– Buildings – non-specialised	292,793	(39,102)	253,691	1,832	382	(333)	(4,016)	(33,567)	(360)	–	15,730	276,874	(43,515)	233,359
– Buildings – specialised	12,749	(5,737)	7,012	–	–	–	(329)	–	–	–	816	13,634	(6,135)	7,499
– Other structures	199,839	(75,533)	124,306	460	3,438	(800)	(3,267)	(260)	(4,326)	–	6,336	203,510	(77,623)	125,887
– Roads	449,748	(124,882)	324,866	5,846	597	(1,897)	(4,733)	121	921	–	20,951	475,642	(128,970)	346,672
– Bridges	16,843	(6,015)	10,828	32	761	(66)	(147)	–	861	–	325	18,615	(6,021)	12,594
– Footpaths	91,153	(17,056)	74,097	1,094	1,124	(424)	(1,081)	25	172	–	2,099	94,687	(17,581)	77,106
– Stormwater drainage	163,793	(62,803)	100,990	1,068	523	(36)	(1,625)	–	964	–	3,815	169,684	(63,985)	105,699
– Swimming pools	15,719	(7,053)	8,666	–	–	–	(176)	–	–	–	458	16,231	(7,283)	8,948
Other assets:														
– Public Art	1,111	(179)	932	–	–	–	(16)	–	–	–	–	1,110	(194)	916
– Library books	6,970	(5,629)	1,341	–	504	–	(435)	–	–	–	–	7,474	(6,064)	1,410
– Other	1,787	(940)	847	–	7	–	(143)	–	–	–	–	1,794	(1,083)	711
Total infrastructure, property, plant and equipment	3,049,247	(352,820)	2,696,427	13,752	29,713	(4,723)	(17,429)	–	–	(133,146)	53,690	3,004,870	(366,586)	2,638,284

(1) Renewals are defined as the replacement of existing assets (as opposed to the acquisition of new assets).

C1-8 Infrastructure, property, plant and equipment (continued)

Material accounting policy information

Initial recognition of infrastructure, property, plant and equipment (IPPE)

IPPE is measured initially at cost. Cost includes the fair value of the consideration given to acquire the asset (net of discounts and rebates) and any directly attributable cost of bringing the asset to working condition for its intended use (inclusive of import duties and taxes).

When infrastructure, property, plant and equipment is acquired by Council at significantly below fair value, the assets are initially recognised at their fair value at acquisition date.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to Council and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the Income Statement during the financial period in which they are incurred.

Useful lives of IPPE

Land is not depreciated. Depreciation on other assets is calculated using the straight-line method to allocate their carrying amount, net of their residual values, over their estimated useful lives as follows:

	Useful lives
Equipment, furniture and fittings	2-15
Land improvements	5-100
Infrastructure:	
– Buildings	15-90
– Roads, bridges and footpaths	15-200
– Stormwater drainage	80-120
– Other Structures Open space / recreational assets	5-80
– Other infrastructure	5-80
Other assets	5-20

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date.

Revaluation model

Infrastructure, property, plant and equipment are held at fair value. Comprehensive valuations are performed at least every 3-5 years, however the carrying amount of assets is assessed by Council at each reporting date to confirm that it is not materially different from current fair value.

Increases in the carrying amounts arising on revaluation are credited to the IPPE revaluation reserve. To the extent that the increase reverses a decrease previously recognising profit or loss relating to that asset class, the increase is first recognised as profit or loss. Decreases that reverse previous increases of assets in the same class are first charged against IPPE revaluation reserve to the extent of the remaining reserve attributable to the class; all other decreases are charged to the Income Statement.

Land under roads

Land under roads is land under roadways and road reserves including land under footpaths, nature strips and median strips.

Council has elected to recognise land under roads acquired before 1 July 2008. Land under roads acquired after 1 July 2008 is recognised in accordance with the IPPE accounting policy.

Crown reserves

Crown reserves under Council's care and control are recognised as assets of the Council. While ownership of the reserves remains with the Crown, Council retains operational control of the reserves and is responsible for their maintenance and use in accordance with the specific purposes to which the reserves are dedicated.

Improvements on Crown reserves are also recorded as assets, while maintenance costs incurred by Council and revenues relating to the reserves are recognised within Council's Income Statement.

C1-9 Investment properties

\$ '000	2025	2024
Owned investment property		
Investment property on hand at fair value	28,293	45,376
Total owned investment property	28,293	45,376
Owned investment property		
At fair value		
Opening balance at 1 July	45,376	—
Capitalised subsequent expenditure	—	2
Disposals during year	—	—
Net gain/(loss) from fair value adjustments	6,167	3,254
Other movements	—	42,120
Transferred to Assets Held for Sale	(23,250)	—
Closing balance at 30 June	28,293	45,376

Material accounting policy information

Investment property, principally comprising freehold office buildings, is held for long-term rental yields and is not occupied by the Council. Changes in fair values are recorded in the Income Statement as part of other income.

C1-10 Intangible assets

Intangible assets are as follows:

\$ '000	2025	2024
Software		
Opening values at 1 July		
Gross book value	2,332	1,508
Accumulated amortisation	(758)	(456)
Net book value – opening balance	1,574	1,052
Movements for the year		
Purchases	1,259	824
Amortisation charges	(355)	(302)
Gross book value written off	(384)	–
Accumulated amortisation charges written off	384	–
Closing values at 30 June		
Gross book value	3,207	2,332
Accumulated amortisation	(729)	(758)
Total software – net book value	2,478	1,574
Other		
	2025	2024
Total intangible assets – net book value	2,478	1,574

Material accounting policy information

IT development and software

Software development costs include only those costs directly attributable to the development phase (including external direct costs of materials and services, direct payroll, and payroll-related costs of employees' time spent on the project) and are only recognised following completion of technical feasibility, and where the Council has an intention and ability to use the asset. Amortisation is calculated on a straight-line basis over periods generally ranging from three to five years.

C1-11 Other

Other assets

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Prepayments	439	–	1,250	–
Total other assets	439	–	1,250	–

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Total externally restricted assets	–	–	–	–
Total internally restricted assets	–	–	–	–

continued on next page

Page 47 of 85

C1-11 Other (continued)

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Total unrestricted assets	439	–	1,250	–
Total other assets	439	–	1,250	–

C2 Leasing activities

C2-1 Council as a lessee

Council has leases over a range of assets including land and IT equipment. Information relating to the leases in place and associated balances and transactions is provided below. Council has also leases for the asset class land, with Ardill House and Transport NSW, (access to waterways). Information relating to the leases in place and associated balances and transactions is provided below.

Office and IT equipment

Leases for IT equipment are generally for low value assets, except for significant items such as photocopiers and servers. The leases are for between 2 and 5 years with no renewal option, the payments are fixed, however some of the leases include variable payments based on usage.

Land

Council leases land for a car park, and has a number of leases with Transport for NSW (Maritime) for access to the foreshore, so the community can access the waterways. These leases are classified as short term leases.

(a) Right of use assets

\$ '000	Office and IT Equipment	Total
2025		
Opening balance at 1 July	21	21
Additions to right-of-use assets	33	33
Depreciation charge	(19)	(19)
Balance at 30 June	35	35
2024		
Opening balance at 1 July	53	53
Depreciation charge	(32)	(32)
Balance at 30 June	21	21

(b) Lease liabilities

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Lease liabilities	14	21	1	20
Total lease liabilities	14	21	1	20

(c) (i) The maturity analysis

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

\$ '000	< 1 year	1 – 5 years	> 5 years	Total	Total per Statement of Financial Position
2025					
Cash flows	14	21	–	35	35
2024					
Cash flows	1	20	–	21	21

continued on next page

Page 49 of 85

C2-1 Council as a lessee (continued)

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Total lease liabilities relating to unrestricted assets	14	21	1	20
Total lease liabilities	14	21	1	20

(d) Income Statement

The amounts recognised in the Income Statement relating to leases where Council is a lessee are shown below:

\$ '000	2025	2024
Interest on lease liabilities	1	1
Depreciation of right of use assets	19	32
Expenses relating to short-term leases	39	37
Expenses relating to leases of low-value assets	109	120
	168	190

(e) Statement of Cash Flows

Total cash outflow for leases	147	190
	147	190

(f) Leases at significantly below market value – concessionary / peppercorn leases

Council has a number of leases at significantly below market for land which are used for:

- recreational jetties
- boat ramp

The leases are with Transport for NSW, and generally have been in place for many years and require payments of a maximum amount of \$520 per year. The use of the right-to-use asset is restricted by the lessors to specified community services which Council must provide, these services are detailed in the leases.

Council does not believe that any of the leases in place are individually material from a statement of financial position or performance perspective.

Material accounting policy information

Council has elected not to separate non-lease components from lease components for any class of asset and has accounted for payments as a single component.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises: the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration, less any lease incentives received. The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of asset accounting policy.

C2-2 Council as a lessor

Operating leases

Council leases out a number of properties and /or plant and equipment to community groups; these leases have been classified as operating leases for financial reporting purposes and the assets are included in the Statement of Financial Position as:

continued on next page

Page 50 of 85

C2-2 Council as a lessor (continued)

- investment property – where the asset is held predominantly for rental or capital growth purposes (refer note C1-8)
- property, plant and equipment – where the rental is incidental, or the asset is held to meet Councils service delivery objective (refer note C1-7).

\$ '000	2025	2024
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(i) Assets held as investment property

Investment property operating leases comprise of commercial, community and residential arrangements.

The amounts recognised in the Income Statement relating to operating leases where Council is a lessor are shown below

Lease income (excluding variable lease payments not dependent on an index or rate)	264	248
Total income relating to operating leases for investment property assets	264	248

(ii) Operating lease expenses

Direct operating expenses that generated rental income	(24)	(23)
Total expenses relating to operating leases	(24)	(23)

Lease income (excluding variable lease payments not dependent on an index or rate)	4,141	3,910
Total income relating to operating leases for Council assets	4,141	3,910

(iii) Maturity analysis of undiscounted lease payments to be received after reporting date for all operating leases:

Maturity analysis of future lease income receivable showing the undiscounted lease payments to be received after reporting date for operating leases:

< 1 year	5,228	5,184
1–2 years	2,719	3,515
2–3 years	2,093	2,114
3–4 years	1,857	1,552
4–5 years	1,172	1,164
> 5 years	5,325	4,388
Total undiscounted lease payments to be received	18,394	17,917

Material accounting policy information

When Council is a lessor, the lease is classified as either an operating or finance lease at inception date, based on whether substantially all of the risks and rewards incidental to ownership of the asset have been transferred to the lessee. If the risks and rewards have been transferred then the lease is classified as a finance lease, otherwise it is an operating lease.

When Council has a sub-lease over an asset and is the intermediate lessor then the head lease and sub-lease are accounted for separately. The classification of the sub-lease is based on the right-of-use asset which arises from the head lease rather than the useful life of the underlying asset.

If the lease contains lease and non-lease components, the non-lease components are accounted for in accordance with AASB 15 *Revenue from Contracts with Customers*.

The lease income is recognised on a straight-line basis over the lease term for an operating lease and as finance income using amortised cost basis for finance leases.

C3 Liabilities of Council

C3-1 Payables

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Payables				
Prepaid rates	667	–	502	–
Goods and services – operating expenditure	1,344	–	571	–
Accrued expenses:				
– Salaries and wages	2,394	–	1,930	–
– Other expenditure accruals	11,152	–	7,827	–
Security bonds, deposits and retentions	14,008	–	12,458	–
Total payables	29,565	–	23,288	–
Total payables	29,565	–	23,288	–

Current payables not anticipated to be settled within the next twelve months

\$ '000	2025	2024
The following liabilities, even though classified as current, are not expected to be settled in the next 12 months.		
Payables – security bonds, deposits and retentions	9,804	8,721
Total payables	9,804	8,721

Payables

Payables represent liabilities for goods and services provided to Council prior to the end of financial year that are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

C3-2 Contract Liabilities

\$ '000	Notes	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Grants and contributions received in advance:					
Unexpended capital grants (to construct Council controlled assets)	(i)	6,549	1,215	7,035	3,234
Unexpended operating grants (received prior to performance obligation being satisfied)	(ii)	3,136	4,855	2,086	–
Total grants received in advance		9,685	6,070	9,121	3,234
User fees and charges received in advance:					
Income Received in advance					
User Fees and charges received in advance	(iii)	1,483	–	1,195	–
Other		–	–	–	–
Total user fees and charges received in advance		1,483	–	1,195	–
Total contract liabilities		11,168	6,070	10,316	3,234

Notes

(i) Council has received funding to construct assets including sporting facilities, bridges, library and other infrastructure. The funds received are under an enforceable contract which require Council to construct an identified asset which will be under

C3-2 Contract Liabilities (continued)

Council's control on completion. The revenue is recognised as Council constructs the asset and the contract liability reflects the funding received which cannot yet be recognised as revenue. The revenue is expected to be recognised in the next 12 months.

(ii) The contract liability relates to grants received prior to the revenue recognition criteria in AASB 15 being satisfied since the performance obligations are ongoing.

(iii) Prepaid rates and membership fees and other payments received in advance that are yet to satisfy performance obligation.

Revenue recognised that was included in the contract liability balance at the beginning of the period

\$ '000	2025	2024
Grants and contributions received in advance:		
Capital grants (to construct Council controlled assets)	9,246	10,269
Operating grants (received prior to performance obligation being satisfied)	7,992	2,086
Total revenue recognised that was included in the contract liability balance at the beginning of the period	17,238	12,355

Significant changes in contract liabilities

Funding from State and Commonwealth governments relates to contract obligations that have yet to be met. The majority of the contract liabilities relate to funding for Regional Cycleway, Charles Heath Reserve, Majors Bay Reserve and Howley Park Reserve

C3-3 Borrowings

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Loans – secured	826	11,898	792	12,724
Total borrowings	826	11,898	792	12,724

(a) Changes in liabilities arising from financing activities

\$ '000	2024		Non-cash movements				2025
	Opening Balance	Cash flows	Acquisition	Fair value changes	Acquisition due to change in accounting policy	Other non-cash movement	Closing balance
Loans – secured	13,516	(792)	–	–	–	–	12,724
Lease liability (Note C2-1)	21	14	–	–	–	–	35
Total liabilities from financing activities	13,537	(778)	–	–	–	–	12,759

\$ '000	2023		Non-cash movements				2024
	Opening Balance	Cash flows	Acquisition	Fair value changes	Acquisition due to change in accounting policy	Other non-cash movement	Closing balance
Loans – secured	14,690	(1,174)	–	–	–	–	13,516
Lease liability (Note C2-1)	53	(32)	–	–	–	–	21
Total liabilities from financing activities	14,743	(1,206)	–	–	–	–	13,537

(b) Financing arrangements

continued on next page

Page 53 of 85

C3-3 Borrowings (continued)

\$ '000	2025	2024
Total facilities		
Total financing facilities available to Council at the reporting date are:		
Bank overdraft facilities ¹	500	500
Credit cards/purchase cards	2,150	2,150
Total financing arrangements	2,650	2,650
Drawn facilities		
Financing facilities drawn down at the reporting date are:		
Undrawn facilities		
Undrawn financing facilities available to Council at the reporting date are:		
– Bank overdraft facilities	500	500
– Credit cards/purchase cards	2,150	915
Total undrawn financing arrangements	2,650	1,415

(1) The bank overdraft facility may be drawn at any time and may be terminated by the bank without notice.

Additional financing arrangements information

Breaches and defaults

During the current and prior year, there were no defaults or breaches on any of the loans.

Material accounting policy information

Council measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

Borrowings are removed from the Statement of Financial Position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or borrowing costs.

C3-4 Employee benefit provisions

\$ '000	2025 Current	2025 Non-current	2024 Current	2024 Non-current
Annual leave	3,552	–	3,101	–
Sick leave	144	–	137	–
Long service leave	6,358	786	5,766	713
Total employee benefit provisions	10,054	786	9,004	713

Current employee benefit provisions not anticipated to be settled within the next twelve months

\$ '000	2025	2024
The following provisions, even though classified as current, are not expected to be settled in the next 12 months.		
Provisions – employees benefits	9,188	8,219
	9,188	8,219

Description of and movements in provisions

\$ '000	ELE provisions			
	Annual leave	Sick leave	Long service leave	Total
2025				
At beginning of year	3,101	137	6,479	9,717
Additional provisions	3,348	7	1,576	4,931
Amounts used (payments)	(2,897)	–	(911)	(3,808)
Total ELE provisions at end of year	3,552	144	7,144	10,840
2024				
At beginning of year	2,934	145	6,288	9,367
Additional provisions	3,075	12	1,180	4,267
Amounts used (payments)	(2,908)	(20)	(989)	(3,917)
Total ELE provisions at end of year	3,101	137	6,479	9,717

Material accounting policy information

Employee benefit provisions are presented as current liabilities in the Statement of Financial Position if Council does not have an unconditional right to defer settlement for at least 12 months after the reporting date, regardless of when the actual settlement is expected to occur and therefore all annual leave and vested long service leave (or that which vests within 12 months) is presented as current.

Other long-term employee benefit obligations

The liability for long-service leave and annual leave that is not expected to be wholly settled within 12 months after the end of the period in which the employees render the related service is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using market yields at the end of the reporting period on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

C3-5 Provisions

\$ '000	2025 Current	2025 Non-Current	2024 Current	2024 Non-Current
Other provisions				
Workers compensation On Costs	201	16	188	15
Sub-total – other provisions	201	16	188	15

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Page 55 of 85

C3-5 Provisions (continued)

Total provisions	201	16	188	15
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\$ '000	2025 Current	2025 Non-Current	2024 Current	2024 Non-Current
Total provisions relating to unrestricted assets	201	16	188	15
Total provisions	201	16	188	15

Current provisions not anticipated to be settled within the next twelve months

The following provisions, even though classified as current, are not expected to be settled in the next 12 months.

Description of and movements in provisions

\$ '000	Other provisions	
	Workers Comp On-Cost	Total
2025		
At beginning of year	203	203
Other	14	14
Total other provisions at end of year	217	217
2024		
At beginning of year	320	320
Other	(117)	(117)
Total other provisions at end of year	203	203

Nature and purpose of provisions

Workers Compensation On Costs

Workers Compensation On Cost is an accrued expense associated with the future payment in service of accrued employee leave entitlements.

Material accounting policy information

Provisions are recognised when Council has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a borrowing cost.

C4 Reserves

C4-1 Nature and purpose of reserves

IPPE Revaluation Surplus

The infrastructure, property, plant and equipment (IPPE) revaluation surplus is used to record increments and decrements in the revaluation of infrastructure, property, plant and equipment.

D Risks and accounting uncertainties

D1-1 Risks relating to financial instruments held

Council's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Council.

Council's objective is to maximise its return on cash and investments whilst maintaining an adequate level of liquidity and preserving capital. The finance team manages the cash and Investments portfolio with the assistance of independent advisors. Council has an investment policy which complies with the s 625 of the Act and the Ministerial Investment Order. The policy is regularly reviewed by Council and a monthly investment report is provided to Council setting out the make-up performance of the portfolio as required by local government regulations.

Council does not engage in transactions expressed in foreign currencies and is therefore not subject to foreign currency risk.

Financial risk management is carried out by the finance team under policies approved by the Councillors.

The fair value of Council's financial assets and financial liabilities approximates their carrying amount.

\$ '000	Carrying value 2025	Carrying value 2024	Fair value 2025	Fair value 2024
Financial assets				
Measured at amortised cost				
Cash and cash equivalents	24,596	37,393	24,596	37,385
Receivables	11,013	9,732	10,899	9,732
Investments				
– Debt securities at amortised cost	182,300	141,150	185,741	143,415
Total financial assets	217,909	188,275	221,236	190,532
Financial liabilities				
Payables	29,565	23,288	29,267	23,289
Loans/advances	12,724	13,516	9,105	9,613
Total financial liabilities	42,289	36,804	38,372	32,902

Fair value is determined as follows:

- **Cash and cash equivalents, receivables, payables** – are estimated to be the carrying value that approximates market value.
- **Borrowings and measure at amortised cost investments** – are based upon estimated future cash flows discounted by the current market interest rates applicable to assets and liabilities with similar risk profiles, unless quoted market prices are available.
- Financial assets classified (i) **at fair value through profit and loss** or (ii) **at fair value through other comprehensive income** – are based upon quoted market prices (in active markets for identical investments) at the reporting date or independent valuation.

The risks associated with the financial instruments held are:

- Market risk – interest rate risk – the risk that movements in interest rates could affect returns
- liquidity risk – the risk that Council will not be able to pay its debts as and when they fall due.
- credit risk – the risk that a contracting entity will not complete its obligations under a financial instrument, resulting in a financial loss to the Council.

Council manages these risks by diversifying its portfolio and only purchasing investments with high credit ratings or capital guarantees. Council also seeks advice from independent advisers before placing any cash and investments.

(a) Market risk – interest rate and price risk

\$ '000	2025	2024
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Page 58 of 85

D1-1 Risks relating to financial instruments held (continued)

\$ '000	2025	2024
The impact on the result for the year and equity of a reasonably possible movement in the price of investments held and interest rates is shown below. The reasonably possible movements were determined based on historical movements and economic conditions in place at the reporting date.		
Impact of a 1% movement in interest rates		
– Equity / Income Statement	2,069	1,785
Impact of a 10% movement in price of investments		
– Equity / Income Statement	797	373

(b) Credit risk

Council's major receivables comprise rates, annual charges, user charges and fees.

Council manages the credit risk associated with these receivables by monitoring outstanding debt and employing stringent debt recovery procedures. Council also encourages ratepayers to pay their rates by the due date through incentives.

The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

There are no significant concentrations of credit risk other than Council has significant credit risk exposures in its local area given the nature of Council activities.

The level of outstanding receivables is reported to Council monthly and benchmarks are set and monitored for acceptable collection performance. The balances of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

The maximum exposure to credit risk at the reporting date is the carrying amount of each class of receivable in the financial statements.

There are no material receivables that have been subjected to a re-negotiation of repayment terms.

D1-1 Risks relating to financial instruments held (continued)

Credit risk profile

Receivables – rates and annual charges

Credit risk on rates and annual charges is minimised by the ability of Council to recover these debts as a secured charge over the land; that is, the land can be sold to recover the debt. Council is also able to charge interest on overdue rates and annual charges at higher than market rates which further encourages payment.

\$ '000	Not yet overdue	overdue rates and annual charges		Total
		< 5 years	≥ 5 years	
2025				
Gross carrying amount	–	2,523	141	2,664
2024				
Gross carrying amount	–	2,689	38	2,727

Receivables - non-rates and annual charges and contract assets

Council applies the simplified approach for non-rates and annual charges debtors and contract assets to provide for expected credit losses, which permits the use of the lifetime expected loss provision at inception. To measure the expected credit losses, non-rates and annual charges debtors and contract assets have been grouped based on shared credit risk characteristics and the days past due.

The loss allowance provision is determined as follows. The expected credit losses incorporate forward-looking information.

\$ '000	Not yet overdue	Overdue debts				Total
		0 - 30 days	31 - 60 days	61 - 90 days	> 91 days	
2025						
Gross carrying amount	8,127	1,280	475	335	5,934	16,151
Expected loss rate (%)	0.00%	0.02%	0.08%	0.18%	0.43%	0.17%
ECL provision	–	–	–	1	26	27
2024						
Gross carrying amount	6,075	833	440	342	1,032	8,722
Expected loss rate (%)	0.00%	0.05%	0.13%	0.08%	2.31%	0.29%
ECL provision	–	–	1	–	24	25

D1-1 Risks relating to financial instruments held (continued)

(c) Liquidity risk

Payables, lease liabilities and borrowings are both subject to liquidity risk; that is, the risk that insufficient funds may be on hand to meet payment obligations as and when they fall due.

Council manages this risk by monitoring its cash flow requirements and liquidity levels, and by maintaining an adequate cash buffer. Payment terms can be extended, and overdraft facilities drawn upon in extenuating circumstances.

Borrowings are also subject to interest rate risk: the risk that movements in interest rates could adversely affect funding costs. Council manages this risk through diversification of borrowing types, maturities and interest rate structures.

The finance team regularly reviews interest rate movements to determine if it would be advantageous to refinance or renegotiate part or all of the loan portfolio.

The timing of cash flows presented in the table below to settle financial liabilities reflects the earliest contractual settlement dates. The timing of expected outflows is not expected to be materially different from contracted cashflows.

The amounts disclosed in the table are the undiscounted contracted cash flows for non-lease liabilities (refer to Note C2-1(b) for lease liabilities) and therefore the balances in the table may not equal the balances in the Statement of Financial Position due to the effect of discounting.

\$ '000	Weighted average interest rate	Subject to no maturity	≤ 1 Year	payable in: 1 - 5 Years	> 5 Years	Total cash outflows	Actual carrying values
2025							
Payables	0.00%	14,008	—	—	—	14,008	29,565
Borrowings	4.45%	826	863	3,850	7,185	12,724	12,724
Total financial liabilities		14,834	863	3,850	7,185	26,732	42,289
2024							
Payables	0.00%	12,458	—	—	—	12,458	23,288
Borrowings	4.44%	791	826	3,689	8,210	13,516	13,516
Total financial liabilities		13,249	826	3,689	8,210	25,974	36,804

Loan agreement breaches

Detail here any breaches to loan agreements which have occurred during the reporting year.

D2-1 Fair value measurement

The Council measures the following asset and liability classes at fair value on a recurring basis:

- Infrastructure, property, plant and equipment
- Investment property
- Financial assets and liabilities

The fair value of assets and liabilities must be estimated in accordance with various accounting standards for either recognition and measurement requirements or for disclosure purposes.

AASB 13 Fair Value Measurement requires all assets and liabilities measured at fair value to be assigned to a 'level' in the fair value hierarchy as follows:

Level 1: Unadjusted quoted prices in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2: Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The table below shows the assigned level for each asset and liability held at fair value by Council:

Fair value measurement hierarchy							
\$ '000	Notes	Level 2 Significant observable inputs		Level 3 Significant unobservable inputs		Total	
		2025	2024	2025	2024	2025	2024
Recurring fair value measurements							
Investment property	C1-9						
Investment properties		28,293	45,376	—	—	28,293	45,376
Total investment property		28,293	45,376	—	—	28,293	45,376
Infrastructure, property, plant and equipment							
	C1-8						
Plant and equipment		—	—	7,979	7,643	7,979	7,643
Office equipment		—	—	321	389	321	389
Furniture and fittings		—	—	888	761	888	761
Operational land		244,542	218,464	—	—	244,542	218,464
Community land		—	—	180,456	173,863	180,456	173,863
Land under roads		—	—	1,281,827	1,239,306	1,281,827	1,239,306
Land improvements – depreciable		—	—	28,075	24,166	28,075	24,166
Buildings (specialised and non-specialised)		—	—	242,402	240,858	242,402	240,858
Other structures		—	—	135,546	125,887	135,546	125,887
Roads, bridges, footpaths		—	—	439,757	436,372	439,757	436,372
Swimming Pools		—	—	9,535	8,948	9,535	8,948
Stormwater drainage		—	—	106,868	105,699	106,868	105,699
Public Art		—	—	901	916	901	916
Library books		—	—	1,456	1,410	1,456	1,410
Other		—	—	882	711	882	711
Total infrastructure, property, plant and equipment		244,542	218,464	2,436,893	2,366,929	2,681,435	2,585,393
Non-current assets classified as held for sale							
	C1-7						
Properties held for sale		23,250	—	—	—	23,250	—
Total NCA's classified as held for sale		23,250	—	—	—	23,250	—

During the year, there were no transfers between level 1 and level 2 fair value hierarchies for recurring fair value

continued on next page

Page 62 of 85

D2-1 Fair value measurement (continued)

measurements.

Valuation techniques

Where Council is unable to derive fair valuations using quoted market prices of identical assets (ie. level 1 inputs) Council instead utilises a spread of both observable inputs (level 2 inputs) and unobservable inputs (level 3 inputs).

The fair valuation techniques Council has employed while utilising level 2 and level 3 inputs are as follows:

Investment property

Investment property comprises land and /or buildings that are principally held for long-term rental yields, capital gains, or both, that is not occupied by Council. Full revaluations are carried out every three years by a member of the Australian Property Institute with an appropriate index utilised each year in between the full revaluations.

On an annual basis, Council reviews relevant indices in between the full revaluations, as a potential indicator to assess whether assets are not at fair value. A comprehensive revaluation of investment properties was undertaken by APV Valuers and Asset Management, for the year ending 30th June 2024.

All investment property valuations are included in level 2 of the fair value hierarchy.

Infrastructure, property, plant and equipment (IPPE)

Council's non-current assets are revalued at a minimum, every five years. Council engages external, independent, qualified valuers to determine the fair value of land, buildings, other structures, infrastructure and major plant to undertake this work. In addition, annual reviews are undertaken to determine whether the carrying amount of the asset is materially different from the existing fair values. If any variation is considered material, a revaluation is undertaken either by comprehensive revaluation or by applying an interim revaluation utilising appropriate indices.

Changes in fair values with Level 2 and 3 inputs are analysed at the end of each reporting period and discussed between the relevant department heads, valuation firm, audit committee and auditors, where considered necessary.

Plant & Equipment, Office equipment and Furniture & Fittings

Plant & Equipment, Office Equipment and Furniture & Fittings assets are recognised and valued at cost. Council assumes that the carrying amount reflects the fair value of the assets due to the nature of the items.

These asset categories include:

- Plant & Fleet
- Major Plant Items – tractors, street sweepers, tippers, rollers, and back hoes.
- Minor Plant and Equipment Items – generators, mowers, weed harvester, trailers, chainsaws, and power hand tools
- Fleet Vehicles – trucks, commercial vehicles and passenger vehicles
- Office Equipment – communications equipment and photocopiers
- Furniture & Fittings – work stations, storage cabinets, tables and chairs

The unobservable level 3 inputs used include:

- Straight line pattern of consumption
- Useful life
- Residual value where applicable

Council reviews the value of these assets based on the gross replacement cost of similar assets.

There has been no change in the valuation process during the reporting period.

Land (Operational, Community, Land under roads and Land Improvements)

A comprehensive valuation of Operational land was undertaken by APV Pty Ltd as at 30 June 2025

Operational Land has been valued at market value, having regard to the "highest and best use", after identifying all elements that would be taken into account by buyers and sellers in settling the price, including but not limited to:

- The land's description and/or dimensions;
- Planning and other constraints on development; and
- The potential for alternative use.

D2-1 Fair value measurement (continued)

Level 2 inputs were used to value land held in freehold title and those with special use, which are restricted under the zoning objectives. Sale prices of comparable land parcels in close proximity were adjusted for differences in key attributes such as size and configuration. The most significant inputs into this valuation approach are price per square metre.

Community land valuations are based on the Valuer General's most recent valuation of land provided for rating purposes, as at Base Date 01/07/2024. The Valuer General's valuations reflect the restricted use of Community Land.

Land Under Roads is valued based the latest Valuer General's Valuation of Base Date of 1/07/2024. A discounted municipal average of \$311.948 per square meter representing a discount of 90% of Municipal Average of Land Values reflects the restricted nature of Land Under Roads. The 90% discounting method relates to the Englobo valuation methodology.

Land Improvements – Depreciable

This asset class comprises land improvements such as gardens, mulched areas, streetscaping and landscaping. These assets may be located on parks, reserves and also within road reserves. Land Improvements were valued using the cost approach in collaboration between APV Valuers and Asset Management and Council's experienced engineering staff, as at 30/06/2022.

The cost approach has been utilised whereby the replacement cost was estimated for each asset by taking into account a range of factors. Inputs such as estimates of patterns of consumption, asset condition and useful life required extensive professional judgement and impacted significantly on the final determination of fair value. As such, these assets were all classified as having been valued using Level 3 valuation inputs. Valuation techniques remained the same for this reporting period.

Using the above valuations, as the base, Council applied the index, ABS - Series 3109 - Other heavy and civil engineering construction Australia, as at 30/06/2025.

Buildings

A comprehensive valuation of Buildings was undertaken by Scott Fullarton Valuations Pty Ltd, Director Scott Fullarton, FAPI, Certified Practicing Valuer, API Membership No 67557 as at 30 June 2022 using the cost approach.

The Gross Value of each building is obtained by applying a unit rate to a structure or a square metre rate to a building, based on its current replacement cost, which is the lowest cost of replacing the economic benefits of the existing asset using modern technology. While all buildings were physically inspected, inputs such as estimates of patterns of consumption, asset condition and useful life required extensive professional judgement.

The key unobservable input is the rate per square metre which has been benchmarked to construction costs of similar properties across the industry.

This asset class is categorised as level 3 as some of the inputs used in the valuation of these assets require significant professional judgment and are unobservable. Valuation techniques remained the same for this reporting period. Valuation techniques remained the same for this reporting period.

A fair value assessment was performed by staff during the 2024-25 financial year to account for inflation, Council applied the ABS index, "3020 Non-residential building construction NSW" to determine the valuation.

Other Structures

This asset class comprises sea wall, marine structures, retaining walls, playground equipment, sports field lighting, shade shelters, fencing, and other structures which did not meet the definition of a building.

Other Structures were valued using the cost approach in collaboration between APV Valuers and Asset Management and Council's experienced engineering staff, in 2021/22.

The cost approach has been utilised whereby the replacement cost was estimated for each asset by taking into account a range of factors. Inputs such as estimates of patterns of consumption, asset condition and useful life required extensive professional judgement and impacted significantly on the final determination of fair value. As such, these assets were all classified as having been valued using Level 3 valuation inputs. Valuation techniques remained the same for this reporting period.

A fair value assessment was performed by staff during the 2024-25 financial year to account for inflation, Council applied the ABS index, "3109 -Other heavy and civil engineering construction Australia, to determine the valuation.

Roads, Bridges and Footpaths

D2-1 Fair value measurement (continued)

The road carriageway is defined as the trafficable portion of a road, between, but not including the kerb and gutter. This asset class includes Footpaths, Kerb and Gutter, Roundabouts, Speed humps, Traffic calming devices, Street Furniture, Bus Shelters and Guard rail fencing.

Council's roads are componentised into surface and pavement and further separated into segments for inspection and valuation. Footpaths and Kerb and Gutter are segmented to match the adjacent road segment where possible. The cost approach was utilised whereby the replacement cost was estimated for each asset by taking into account a range of factors. Inputs such as estimated pattern of consumption, asset condition and useful life, requiring extensive professional judgement, impacted significantly on the final determination of fair value.

This asset class is categorised as Level 3 as some of the above mentioned inputs used in the valuation of these assets require significant professional judgement and are therefore unobservable. Valuation techniques remained the same for this reporting period.

A fair value assessment was performed by staff during the 2024-25 financial year to account for inflation. In relation to the footpath category assets, Council has applied the ABS index, "3109 -Other heavy and civil engineering construction Australia, to determine the valuation as at 30 June 2025.

With respect to the Roads and Bridges asset categories, ABS index, "3101 -Road and bridge construction New South Wales, has been applied to determine the valuation as at 30 June 2025.

Swimming Pools

Assets within this class comprise Cabarita Swimming Centre and Drummoyne Swimming Centre. The pools were valued by Scott Fullarton Valuations Pty Ltd, Director Scott Fullarton, FAPI, Certified Practising Valuer, API Membership No 67557 as at 30 June 2022 using the cost approach.

The Gross Value of each building is obtained by applying a unit rate to a structure or a square metre rate to a building, based on its current replacement cost, which is the lowest cost of replacing the economic benefits of the existing asset using modern technology. While the swimming centres were physically inspected, inputs such as estimates of patterns of consumption, asset condition and useful life required extensive professional judgement.

The key unobservable input is the rate per square metre which has been benchmarked to construction costs of similar properties across the industry.

This asset class is categorised as level 3 as some of the inputs used in the valuation of these assets require significant professional judgment and are unobservable. Valuation techniques remained the same for this reporting period.

A fair value assessment was performed by staff during the 2024-25 financial year to account for inflation, Council applied the ABS index, "3109 -Other heavy and civil engineering construction Australia, to determine the valuation.

Stormwater Drainage

The Stormwater Drainage asset class consists of basins, pits and pipes, gross pollutant traps, open channels and culverts. The valuation for this asset class was performed by the Council's internal engineering team. The gross value of the infrastructure assets are determined using rates stipulated in contracts with third party suppliers, which is a key observable input.

Stormwater Drainage assets were last externally valued as at 30 June 2021. The valuations also included assessment of the overall useful life of each type of asset and the subsequent determination of the remaining useful life of each asset.

This asset class is categorised as Level 3 as some of the above mentioned inputs used in the valuation of these assets require significant professional judgement and are therefore unobservable. Valuation techniques remained the same for this reporting period.

A fair value assessment was performed by staff during the 2024-25 financial year to account for inflation, Council applied the ABS index, "3109 -Other heavy and civil engineering construction Australia, to determine the valuation.

Other Assets – Library Books'

Assets included in this asset category consist of library books, Ebooks, Online journals, magazines, CDs and DVDs which are recognised and valued at cost. Council assumes that the carrying amount reflects the fair value of the assets due to the nature of the items. There are no major variances between the fair value and carrying amount of these assets. Therefore these assets are disclosed at fair value in the notes.

D2-1 Fair value measurement (continued)

Whilst these assets are recognised at cost with supporting supplier invoices (observable input), the remaining significant inputs (useful life, pattern of consumption, and asset condition) are unobservable and therefore categorised as level 3.

Valuation techniques remained the same for this reporting period.

Fair value measurements using significant unobservable inputs (level 3)

The following table summarises the quantitative information relating to the significant unobservable inputs used in deriving the various level 3 asset class fair values.

\$ '000	Fair value (30/6/25) 2025	Valuation technique/s	Unobservable inputs
Investment properties			
Investment Property	28,293	Review of market conditions by an Independent Qualified Valuer (Market approach)	Estimated rental value (/m2) Rental yield (per annum)
Infrastructure, property, plant and equipment			
Plant & Equip, Office Equipment, Furn & Fittings	9,188	Cost used to approximate fair value (Cost approach)	Gross Replacement Useful Life Residual Value Remaining Useful Life
Operational Land	244,542	Qualified Valuer (Cost approach)	Price per square metre
Community Land	180,456	Land Values obtained from NSW Valuer General (Cost approach)	Land Value, Land Area
Land under Roads	1,281,827	Municipal average m2 rate of properties land values as determined by the NSW Valuer General. A 90% discount rate is applied to reflect the restricted nature of LUR (Cost approach)	Land Value, Land Area
Land Improvements - Depreciable	28,075	Cost used to approximate fair value (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life
Buildings	242,402	Qualified Valuer (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life
Other structures	135,546	Cost used to approximate fair value (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life
Roads bridges footpaths	439,757	Unit rates per m2 or length (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life
Swimming pools	9,535	Qualified Valuer (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life
Stormwater drainage	106,868	Unit rates per m2 or length (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life
Other assets -Library Books -Public Art -Other and Work In Progress	3,239	Cost used to approximate fair value (Cost approach)	Gross Replacement Useful Life Asset Condition Remaining Useful Life

Non-current assets classified as 'held for sale'

continued on next page

Page 66 of 85

D2-1 Fair value measurement (continued)

\$ '000	Fair value (30/6/25) 2025	Valuation technique/s	Unobservable inputs
Non-current assets classified as 'held for sale'	23,250	Review of market conditions by an Independent Qualified Valuer (Market approach)	Estimated rental value (/m2) Rental yield (per annum)

A reconciliation of the movements in recurring fair value measurements allocated to Level 3 of the hierarchy is provided below:

\$ '000	Plant & Equip, Office Equipment, Furn & Fittings		Operational Land		Community Land		Land under Roads	
	2025	2024	2025	2024	2025	2024	2025	2024
Opening balance	8,793	6,834	218,464	216,050	173,863	185,041	1,239,306	1,361,165
Total gains or losses for the period								
Other movements								
Transfers from/(to) another asset class	25	—	—	—	—	—	—	—
Purchases (GBV)	2,609	3,391	—	—	244	—	—	109
Disposals (WDV)	(1,257)	(597)	—	—	—	—	(600)	—
Depreciation and impairment	(982)	(835)	—	—	—	—	—	—
Revaluations	—	—	26,078	2,414	6,349	(11,178)	43,121	(121,968)
Closing balance	9,188	8,793	244,542	218,464	180,456	173,863	1,281,827	1,239,306

\$ '000	Land Improvements - Depreciable		Buildings		Other structures		Roads bridges footpaths	
	2025	2024	2025	2024	2025	2024	2025	2024
Opening balance	24,166	19,607	240,858	260,703	125,887	124,306	436,372	409,791
Total gains or losses for the period								
Other movements								
Transfers from/(to) another asset class	2,171	1,768	725	(33,926)	96	(4,586)	2,011	2,100
Purchases (GBV)	1,832	3,241	7,127	2,214	9,256	3,898	5,288	9,454
Disposals (WDV)	(401)	(570)	(106)	(333)	(960)	(800)	(1,596)	(2,387)
Depreciation and impairment	(735)	(626)	(4,572)	(4,345)	(3,460)	(3,267)	(6,337)	(5,961)
Revaluations	1,042	746	(1,630)	16,546	4,727	6,336	4,019	23,375
Closing balance	28,075	24,166	242,402	240,859	135,546	125,887	439,757	436,372

\$ '000	Swimming pools		Stormwater drainage		Other assets		Investment Property	
	2025	2024	2025	2024	2025	2024	2025	2024
Opening balance	8,948	8,666	105,699	100,990	3,037	3,274	45,376	42,120
Total gains or losses for the period								
Other movements								
Transfers from/(to) another asset class	135	—	84	964	13	(154)	(23,250)	—
Purchases (GBV)	472	—	844	1,591	816	511	—	2
Disposals (WDV)	—	—	(675)	(36)	—	—	—	—
Depreciation and impairment	(184)	(176)	(1,682)	(1,625)	(627)	(594)	—	—
Revaluations	164	458	2,598	3,815	—	—	6,167	3,254
Closing balance	9,535	8,948	106,868	105,699	3,239	3,037	28,293	45,376

\$ '000	Total	
	2025	2024

continued on next page

Page 67 of 85

D2-1 Fair value measurement (continued)

\$ '000	Total	
	2025	2024
Opening balance	2,630,769	2,738,547
Transfers from/(to) another asset class	(17,990)	(33,834)
Purchases (GBV)	28,488	24,411
Disposals (WDV)	(5,595)	(4,723)
Depreciation and impairment	(18,579)	(17,429)
Revaluations	92,635	(76,202)
Closing balance	2,709,728	2,630,770

Highest and best use

The following non-financial assets of Council are being utilised at other than their highest and best use:

Car Parks

Land could be redeveloped.

All other non-financial assets are considered to be utilised for their highest and best use.

D3-1 Contingencies

The following assets and liabilities do not qualify for recognition in the Statement of Financial Position, but their knowledge and disclosure is considered relevant to the users of Council's financial report.

LIABILITIES NOT RECOGNISED

1. Guarantees

(i) Defined benefit superannuation contribution plans

Council is party to an Industry Defined Benefit Plan under Active Super – Pool B (the Scheme) which is a defined benefit plan that has been deemed to be a 'multi-employer fund' for purposes of AASB 119 *Employee Benefits* for the following reasons:

- Assets are not segregated within the sub-group according to the employees of each sponsoring employer.
- The contribution rates have been the same for all sponsoring employers. That is, contribution rates have not varied for each sponsoring employer according to the experience relating to the employees of that sponsoring employer.
- Benefits for employees of all sponsoring employers are determined according to the same formula and without regard to the sponsoring employer.
- The same actuarial assumptions are currently used in respect of the employees of each sponsoring employer.

Given the factors above, each sponsoring employer is exposed to the actuarial risks associated with current and former employees of other sponsoring employers, and hence shares in the associated gains and losses (to the extent that they are not borne by members).

Description of the funding arrangements.

Pooled Employers are required to pay future service employer contributions and past service employer contributions to the Fund.

The future service employer contributions were determined using the new entrant rate method under which a contribution rate sufficient to fund the total benefits over the working life-time of a typical new entrant is calculated. The current future service employer contribution rates are:

Division B	1.9 times member contributions for non-180 Point Members; Nil for 180 Point Members*
Division C	2.5% of salary
Division D	1.64 times member contributions

* For 180 Point Members, Employers are required to contribute 9.5% from 1 July 2025 of salaries to these members' accumulation accounts in line with current level of SG contributions, which are paid in addition to members' defined benefits.

The past service contribution for each Pooled Employer is a share of the total past service contributions of \$20.0 million per annum for 1 January 2022 to 31 December 2024, apportioned according to each employer's share of the accrued liabilities as at 30 June. Given the funding position of the Fund as at 30 June 2024, it was recommended to cease these past service contributions effective 1 January 2025.

The adequacy of contributions is assessed at each actuarial investigation which will be conducted annually, the next of which is due effective 30 June 2025.

Description of the extent to which Council can be liable to the plan for other Council's obligations under the terms and conditions of the multi-employer plan

As stated above, each sponsoring employer (Council) is exposed to the actuarial risks associated with current and former employees of other sponsoring employers and hence shares in the associated gains and losses.

However, there is no relief under the Fund's trust deed for employers to walk away from their defined benefit obligations. Under limited circumstances, an employer may withdraw from the plan when there are no active members, on full payment of outstanding additional contributions. There is no provision for allocation of any surplus which may be present at the date of withdrawal of the Council.

There are no specific provisions under the Fund's trust deed dealing with deficits or surplus on wind-up.

There is no provision for allocation of any surplus which may be present at the date of withdrawal of an employer.

D3-1 Contingencies (continued)

The amount of Council employer contributions to the defined benefit section of the Local Government Superannuation Scheme and recognised as an expense for the year ending 30 June 2025 was \$166,581.70. The last valuation of the Scheme was performed by fund actuary, Richard Boyfield, FIAA as at 30 June 2024.

The amount of additional contributions included in the total employer contribution advised above is \$48,802.74
Council's expected contribution to the plan for the next annual reporting period is \$23,766.24

The estimated employer reserves financial position for the Pooled Employers at 30 June 2025 is:

Employer reserves only *	\$millions	Asset Coverage
Assets	2,197.6	
Past Service Liabilities	2,092.0	105.0%
Vested Benefits	2,130.4	103.2%

* excluding other accumulation accounts and reserves in both assets and liabilities.

The share of this deficit that is broadly attributed to the Council is estimated to be 0.52% as at 30 June 2025.

Council's share of that deficiency cannot be accurately calculated as the Scheme is a mutual arrangement where assets and liabilities are pooled together for all member councils. For this reason, no liability for the deficiency has been recognised in Council's accounts. Council has a possible obligation that may arise should the Scheme require immediate payment to correct the deficiency.

The key economic long term assumptions used to calculate the present value of accrued benefits are:

Investment return	6.0% per annum
Salary inflation	3.5% per annum
Increase in CPI	2.5% per annum

The contribution requirements may vary from the current rates if the overall sub-group experience is not in line with the actuarial assumptions in determining the funding program; however, any adjustment to the funding program would be the same for all sponsoring employers in the Pooled Employers group.

Please note that the estimated employer reserves financial position above is a preliminary calculation, and once all the relevant information has been received by the Funds Actuary, the final end of year review will be completed by December 2025.

(ii) Statewide Limited

Council is a member of Statewide Mutual, a mutual pool scheme providing liability insurance to local government.

Membership includes the potential to share in either the net assets or liabilities of the fund depending on its past performance. Council's share of the net assets or liabilities reflects Council's contributions to the pool and the result of insurance claims within each of the fund years.

The future realisation and finalisation of claims incurred but not reported to 30 June this year may result in future liabilities or benefits as a result of past events that Council will be required to fund or share in respectively.

(iii) StateCover Limited

Council is a member of StateCover Mutual Limited and holds a partly paid share in the entity.

StateCover is a company providing workers compensation insurance cover to the NSW local government industry and specifically Council.

Council has a contingent liability to contribute further equity in the event of the erosion of the company's capital base as a result of the company's past performance and/or claims experience or as a result of any increased prudential requirements from APRA.

These future equity contributions would be required to maintain the company's minimum level of net assets in accordance with its licence requirements.

(iv) Other guarantees

Council has provided no other guarantees other than those listed above.

D3-1 Contingencies (continued)

2. Other liabilities

(i) Third party claims

The Council is involved from time to time in various claims incidental to the ordinary course of business including claims for damages relating to its services.

Council believes that it is appropriately covered for all claims through its insurance coverage and does not expect any material liabilities to eventuate.

(ii) Potential land acquisitions due to planning restrictions imposed by Council

Council has classified a number of privately owned land parcels as local open space or bushland.

As a result, where notified in writing by the various owners, Council will be required to purchase these land parcels.

At reporting date, reliable estimates as to the value of any potential liability (and subsequent land asset) from such potential acquisitions has not been possible.

ASSETS NOT RECOGNISED

(i) Contingent Assets

A number of Court proceedings were either finalised or remained in progress as at 30 June 2025.

Council may be awarded costs in relation to some or all of these cases and accordingly, at year end, a potential asset exists. Due to limited information available relating to the status of these cases, Council is unable to determine the value of costs that may be awarded in its favour.

E People and relationships

E1 Related party disclosures

E1-1 Key management personnel (KMP)

Key management personnel (KMP) of the council are those persons having the authority and responsibility for planning, directing and controlling the activities of the council, directly or indirectly.

The aggregate amount of KMP compensation included in the Income Statement is:

\$ '000	2025	2024
Compensation:		
Short-term benefits	1,987	1,968
Other long-term benefits	22	15
Total	2,009	1,983

E1-2 Councillor and Mayoral fees and associated expenses

\$ '000	2025	2024
The aggregate amount of Councillor and Mayoral fees and associated expenses included in materials and services expenses in the Income Statement are:		
Mayoral fee	47	47
Councillors' fees	188	182
Other Councillors' expenses (including Mayor)	64	43
Total	299	272

E2 Other relationships

E2-1 Audit fees

\$ '000	2025	2024
---------	------	------

During the year, the following fees were incurred for services provided by the auditor of Council, related practices and non-related audit firms

Auditors of the Council - NSW Auditor-General:

(i) Audit and other assurance services

Audit and review of financial statements

	128	125
--	-----	-----

Remuneration for audit and other assurance services

	128	125
--	-----	-----

Total Auditor-General remuneration

Non NSW Auditor-General audit firms

(i) Audit and other assurance services

Other audit and assurance services

	3	1
--	---	---

Remuneration for audit and other assurance services

	3	1
--	---	---

Total remuneration of non NSW Auditor-General audit firms

	131	126
--	-----	-----

Total audit fees

F Other matters

F1-1 Statement of Cash Flows information

Reconciliation of Operating Result

\$ '000	2025	2024
Net operating result from Income Statement	70,078	62,863
Add / (less) non-cash items:		
Depreciation and amortisation	18,953	17,763
(Gain) / loss on disposal of assets	3,684	3,881
Non-cash capital grants and contributions	(3,324)	(120)
Losses/(gains) recognised on fair value re-measurements through the P&L:		
– Investment property	(6,167)	(3,254)
Movements in operating assets and liabilities and other cash items:		
(Increase) / decrease of receivables	(6,455)	(72)
Increase / (decrease) in provision for impairment of receivables	5,174	(177)
(Increase) / decrease of inventories	102	(61)
(Increase) / decrease of other current assets	811	6
(Increase) / decrease of contract asset	(911)	(846)
Increase / (decrease) in payables	773	(452)
Increase / (decrease) in other accrued expenses payable	3,789	2,837
Increase / (decrease) in other liabilities	1,715	354
Increase / (decrease) in contract liabilities	3,688	(9,233)
Increase / (decrease) in employee benefit provision	1,123	350
Increase / (decrease) in other provisions	14	(117)
Net cash flows from operating activities	93,047	73,722

F2-1 Commitments

Capital commitments (exclusive of GST)

\$ '000	2025	2024
---------	------	------

Capital expenditure committed for at the reporting date but not recognised in the financial statements as liabilities:

Property, plant and equipment

Buildings	1,588	714
Plant and equipment	–	340
Recreational projects	780	7,016
Roads, bridges and footpaths	1,298	1,035
Stormwater drainage	226	177
Seawalls	188	384
Other	592	215
Total commitments	4,672	9,881

These expenditures are payable as follows:

Within the next year	4,672	9,881
Total payable	4,672	9,881

Sources for funding of capital commitments:

Section 7.11 and 64 funds/reserves	2,483	2,122
Unexpended grants	706	3,330
Externally restricted reserves	2	356
Internally restricted reserves	1,481	4,073
Total sources of funding	4,672	9,881

Details of capital commitments

Capital expenditure commitments relate to projects budgeted for in 2024-25 but which had not been completed by June 30. The unexpended budget amount has been carried forward to 2025-26 to enable these projects to be completed.

F3-1 Events occurring after the reporting date

Council is unaware of any material or significant 'non-adjusting events' that should be disclosed.

F4 Statement of developer contributions

F4-1 Summary of developer contributions

\$ '000	Opening balance at 1 July 2024	Contributions received during the year			Interest and investment income earned	Amounts expended	Internal borrowings	Held as restricted asset at 30 June 2025	Cumulative balance of internal borrowings (to)/from
		Cash	Non-cash Land	Non-cash Other					
Roads	2,871	–	–	–	–	–	–	2,871	–
Open space	14,489	5,156	–	–	377	(3,620)	–	16,402	–
Community facilities	4,861	1,399	–	–	102	(3,687)	–	2,675	–
Community infrastructure	599	1,623	–	–	290	(397)	–	2,115	–
Administration	507	258	–	–	17	(99)	–	683	–
Active Transport	(2,071)	434	–	–	33	(43)	–	(1,647)	–
Public Domain	4,166	9,290	–	–	458	(766)	–	13,148	–
S7.11 contributions – under a plan	25,422	18,160	–	–	1,277	(8,612)	–	36,247	–
S7.12 levies – under a plan	3,848	1,906	–	–	159	(2,535)	–	3,378	–
Total S7.11 and S7.12 revenue under plans	29,270	20,066	–	–	1,436	(11,147)	–	39,625	–
S7.4 planning agreements	40,314	574	–	2,445	1,331	(31,689)	–	10,530	–
SEPP Affordable housing agreements	15,223	37,580	–	–	1,397	–	–	54,200	–
Total contributions	84,807	58,220	–	2,445	4,164	(42,836)	–	104,355	–

Under the *Environmental Planning and Assessment Act 1979*, local infrastructure contributions, also known as developer contributions, are charged by councils when new development occurs. They help fund infrastructure like parks, community facilities, local roads, footpaths, stormwater drainage and traffic management. It is possible that the funds contributed may be less than the cost of this infrastructure, requiring Council to borrow or use general revenue to fund the difference.

F4-2 Developer contributions by plan

	Opening balance at 1 July 2024	Contributions received during the year			Interest and investment income earned	Amounts expended	Internal borrowings	Held as restricted asset at 30 June 2025	Cumulative balance of internal borrowings (to)/from
\$ '000		Cash	Non-cash Land	Non-cash Other					
S7.11 contributions – under a plan									
Contribution Plan - Canada Bay									
Open Space	11,475	945	–	–	169	(3,296)	–	9,293	–
Community facilities	2,466	256	–	–	46	(136)	–	2,632	–
Community infrastructure	592	1,623	–	–	290	(397)	–	2,108	–
Administration	402	33	–	–	6	(82)	–	359	–
Active Transport	(2,150)	79	–	–	14	(16)	–	(2,073)	–
Total	12,785	2,936	–	–	525	(3,927)	–	12,319	–

continued on next page

Page 78 of 85

F4-2 Developer contributions by plan (continued)

	Opening balance at 1 July 2024	Contributions received during the year			Interest and investment income earned	Amounts expended	Internal borrowings	Held as restricted asset at 30 June 2025	Cumulative balance of internal borrowings (to)/from
\$ '000		Cash	Non-cash Land	Non-cash Other					
CONTRIBUTION PLAN - Concord area (Rhodes)									
Roads	2,871	—	—	—	—	—	—	2,871	—
Open space	3,012	4,211	—	—	208	(324)	—	7,107	—
Community facilities	2,392	1,143	—	—	56	(3,551)	—	40	—
Administration	105	225	—	—	11	(17)	—	324	—
Traffic facilities	69	355	—	—	18	(27)	—	415	—
Public Domain	4,166	9,290	—	—	458	(766)	—	13,148	—
Total	12,615	15,224	—	—	751	(4,685)	—	23,905	—
CONTRIBUTION PLAN - Concord area (Strathfield triangle)									
Open space	2	—	—	—	—	—	—	2	—
Community facilities	1	—	—	—	—	—	—	1	—
Public Domain	7	—	—	—	—	—	—	7	—
Land Acquisition	10	—	—	—	1	—	—	11	—
Total	20	—	—	—	1	—	—	21	—
CONTRIBUTION PLAN - Breakfast point community enhancement									
Community facilities	2	—	—	—	—	—	—	2	—
Active Transport	—	—	—	—	—	—	—	—	—
Total	2	—	—	—	—	—	—	2	—

S7.12 Levies – under a plan

CONTRIBUTION PLAN									
Other	3,848	1,906	-	-	159	(2,535)	-	3,378	-
Total	3,848	1,906	-	-	159	(2,535)	-	3,378	-

F4-3 S7.4 planning agreements

S7.4 planning agreements									
Strathfield triangle	585	-	-	-	25	-	-	610	-
Rhodes general	36,461	574	-	-	1,008	(31,371)	-	6,672	-
Canada Bay general	2,298	-	-	-	257	(318)	-	2,237	-
Breakfast Point	970	-	-	-	41	-	-	1,011	-
Total	40,314	574	-	-	1,331	(31,689)	-	10,530	-

City of Canada Bay Council | Notes to the Financial Statements 30 June 2025

\$ '000	Opening balance at 1 July 2024	Contributions received during the year			Interest and investment income earned	Amounts expended	Internal borrowings	Held as restricted asset at 30 June 2025	Cumulative balance of internal borrowings (to)/from
		Cash	Non-cash Land	Non-cash Other					
F4-4 SEPP Affordable housing									
SEPP Affordable housing agreements									
SEPP Affordable housing agreements	15,223	37,580	—	—	1,397	—	—	54,200	—
Total	15,223	37,580	—	—	1,397	—	—	54,200	—

End of the audited financial statements

G Additional Council disclosures (unaudited)

G1-1 Financial review

Key financial figures of Council over the past 5 years

\$ '000	2025	2024	2023	2022	2021
Inflows:					
Rates and annual charges revenue	71,585	67,310	60,193	58,678	57,028
User charges revenue	28,590	21,446	17,675	16,706	17,835
Interest and investment revenue (losses)	9,385	7,413	4,214	1,366	1,324
Grants income – operating and capital	12,524	17,490	24,987	53,969	24,951
Total income from continuing operations	201,079	179,904	145,340	148,510	151,878
Sale proceeds from IPPE	1,910	841	5,562	4,011	270
New loan borrowings and advances	–	–	–	15,000	–
Outflows:					
Employee benefits and on-cost expenses	51,227	45,409	41,352	37,065	37,269
Borrowing costs	588	633	699	84	119
Materials and contracts expenses	44,170	42,229	38,562	35,267	33,031
Total expenses from continuing operations	131,001	117,041	104,687	94,582	94,158
Total cash purchases of IPPE	87,784	43,344	60,683	87,684	38,067
Total loan repayments (incl. leases)	811	1,206	1,381	745	782
Operating surplus/(deficit) (excl. capital income)	3,408	2,182	2,433	(1,367)	(12)
Financial position figures					
Current assets	175,496	155,613	109,927	120,846	149,250
Current liabilities	51,828	43,589	48,728	54,034	60,746
Net current assets	123,668	112,024	61,199	66,812	88,504
Available working capital (Unrestricted net current assets)	23,118	10,083	9,917	9,050	14,826
Cash and investments – unrestricted	13,294	10,076	9,358	5,067	20,853
Cash and investments – internal restrictions	50,795	48,218	45,832	46,291	35,097
Cash and investments – total	206,896	178,543	149,356	152,174	176,125
Total borrowings outstanding (loans, advances and finance leases)	12,724	13,516	14,690	16,030	1,611
Total value of IPPE (excl. land and earthworks)	1,460,807	1,373,237	1,286,991	1,192,896	1,028,544
Total accumulated depreciation	399,198	366,586	352,820	337,480	322,878
Indicative remaining useful life (as a % of GBV)	73%	73%	73%	72%	69%

Source: published audited financial statements of Council (current year and prior year)

G1-2 Council information and contact details

Principal place of business:

1A Marlborough Street
Drummoyne NSW 2047

Contact details**Mailing Address:**

Locked Bag 1470
Drummoyne NSW 1470

Telephone: 02 9911 6555

Opening hours:

8:30am - 4:30pm
Monday to Friday

Internet: www.canadabay.nsw.gov.au

Email: council@canadabay.nsw.gov.au

Officers**General Manager**

John Clark

Responsible Accounting Officer

Evan Hutchings

Public Officer

Mrs Melissa Lee

Auditors

Audit Office of New South Wales
Level 19, Darling Park Tower 2
201 Sussex Street, Sydney NSW 2000
GPO Box 12, Sydney NSW 2001
audit.nsw.gov.au

Elected members**Mayor**

Michael Megna

Councillors

Cr Sylvia Alafaci
Cr. Anthony Bazouni
Cr Maria Cirillo
Cr. Andrew Ferguson
Cr. Charles Jago
Cr David Mansford
Cr Mas Meuross
Cr Hugo Robinson

Other information

ABN: 79 130 029 350

City of Canada Bay Council

General Purpose Financial Statements

for the year ended 30 June 2025

Independent Auditor's Reports:

On the Financial Statements (Sect 417 [2])

Independent Auditor's Report

Please uplift Council's Audit Report PDF (opinion) for inclusion in the GPFS report (via the Home screen).

City of Canada Bay Council

General Purpose Financial Statements

for the year ended 30 June 2025

Independent Auditor's Reports: (continued)

On the Financial Statements (Sect 417 [3])

Independent Auditor's Report

Please uplift Council's Audit Report PDF (commentary) for inclusion in the GPFS report (via the Home screen).

City of Canada Bay Council

SPECIAL SCHEDULES
for the year ended 30 June 2025



City of Canada Bay Council

Special Schedules

for the year ended 30 June 2025

Contents

Page

Special Schedules:

Permissible income for general rates	3
Report on infrastructure assets as at 30 June 2025	5

City of Canada Bay Council | Permissible income for general rates | for the year ended 30 June 2025

City of Canada Bay Council

Permissible income for general rates

\$ '000	Notes	Calculation 2024/25	Calculation 2025/26
Notional general income calculation ¹			
Last year notional general income yield	a	49,899	52,689
Plus or minus adjustments ²	b	83	520
Notional general income	c = a + b	49,982	53,209
Permissible income calculation			
Percentage increase	d	5.30%	4.69%
Plus percentage increase amount ³	f = d x (c + e)	2,649	2,495
Sub-total	g = (c + e + f)	52,631	55,704
Plus (or minus) last year's carry forward total	h	9	6
Less valuation objections claimed in the previous year	i	—	(55)
Sub-total	j = (h + i)	9	(49)
Total permissible income	k = g + j	52,640	55,655
Less notional general income yield	l	52,689	55,684
Catch-up or (excess) result	m = k - l	(49)	(29)
Plus income lost due to valuation objections claimed ⁴	n	55	46
Less unused catch-up greater than 10 years ⁵	o	—	—
Carry forward to next year ⁶	p = m + n + o	6	17

Notes

- (1) The notional general income will not reconcile with rate income in the financial statements in the corresponding year. The statements are reported on an accrual accounting basis which include amounts that relate to prior years' rates income.
- (2) Adjustments account for changes in the number of assessments and any increase or decrease in land value occurring during the year. The adjustments are called 'supplementary valuations' as defined in the *Valuation of Land Act 1916 (NSW)*.
- (3) The 'percentage increase' is inclusive of the rate-peg percentage, and/or special variation and/or Crown land adjustment (where applicable).
- (4) Valuation objections are unexpected changes in land values as a result of land owners successfully objecting to the land value issued by the Valuer General. Councils can claim the value of the income lost due to valuation objections in any single year.
- (5) Unused catch-up amounts or the rate peg balance amounts will be deducted if they are not caught up within ten years. Usually councils will have a nominal carry forward figure. These amounts can be adjusted for when setting the rates in a future year.
- (6) Carry-forward amounts which are in excess (an amount that exceeds the permissible income) require Ministerial approval by order published in the *NSW Government Gazette* in accordance with section 512 of the Act. The OLG will extract these amounts from Council's Permissible income for general rates Statement in the financial data return (FDR) to administer this process.

Permissible income for general rates

Permissible income for general rates: PLUS PDF inserted here

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City of Canada Bay Council

Report on infrastructure assets as at 30 June 2025

Asset Class	Asset Category	Estimated cost to bring assets to satisfactory standard	Estimated cost to bring to the agreed level of service set by Council	2024/25 Required maintenance ^a	2024/25 Actual maintenance	Net carrying amount	Gross replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	1	2	3	4	5
Buildings	Childcare Centres	–	–	205	255	11,375	18,135	0.0%	30.9%	69.1%	0.0%	0.0%
	Community Centres	–	–	1,065	1,450	48,482	64,466	26.3%	38.7%	35.1%	0.0%	0.0%
	Council Offices/Administration Centres	–	–	1,291	1,242	14,538	22,351	1.8%	0.0%	98.2%	0.0%	0.0%
	Leased/Commercial	201	201	395	528	42,168	50,209	54.4%	26.8%	17.1%	1.6%	0.0%
	Leisure Centre	–	–	751	795	36,943	43,955	72.6%	0.0%	27.4%	0.0%	0.0%
	Operational	100	100	277	310	12,613	19,263	7.9%	31.8%	58.4%	1.8%	0.1%
	Parks	1,565	1,565	1,430	1,361	71,662	85,768	67.2%	15.5%	10.1%	7.3%	0.0%
	Public Toilets	312	312	651	507	4,621	6,513	26.7%	40.0%	15.9%	15.8%	1.7%
	Sub-total	2,178	2,178	6,065	6,448	242,402	310,660	44.2%	21.2%	31.8%	2.7%	0.0%
Other structures	Marine – Structures	55	55	41	80	6,690	8,119	48.9%	37.8%	7.9%	5.4%	0.0%
	Marine – Sea Walls	9,072	9,072	85	9	48,947	107,691	4.7%	7.9%	45.3%	29.4%	12.7%
	Parks – Civil/Landscaping	296	296	3,397	3,136	29,514	36,542	50.7%	26.6%	17.0%	5.4%	0.3%
	Parks – Furniture / Monuments etc	303	303	–	–	28,954	37,269	42.2%	29.9%	22.6%	4.8%	0.6%
	Parks – Playgrounds	5	5	111	131	2,662	2,731	96.2%	1.0%	1.4%	1.4%	0.0%
	Parks – Playing Fields etc	15	15	3,504	3,454	15,353	17,879	59.6%	28.8%	10.9%	0.7%	0.0%
	Parks – Playing Courts	15	15	–	4	3,426	4,326	18.4%	70.7%	8.2%	2.8%	0.0%
	Sub-total	9,761	9,761	7,138	6,814	135,546	214,557	26.7%	19.0%	31.0%	16.9%	6.4%
Roads	Roads	–	–	–	–	–	–	0.0%	0.0%	0.0%	0.0%	0.0%
	Sealed Roads Surface	1,605	1,605	4,268	4,410	60,406	96,803	12.1%	28.7%	48.4%	9.6%	1.2%
	Road Pavement	988	988	–	–	150,196	211,454	4.2%	62.7%	30.0%	2.8%	0.3%
	Bridges	514	514	–	–	12,876	19,112	13.4%	43.4%	34.8%	2.0%	6.5%
	Footpaths/Cycleways	30	30	1,822	2,187	78,759	96,696	12.6%	85.5%	1.7%	0.2%	0.0%
	Kerb and Gutter	59	59	124	71	57,194	94,407	0.9%	21.6%	77.1%	0.5%	0.0%
	Roadside Assets	85	85	1,691	1,397	5,928	7,896	36.0%	30.8%	27.3%	4.5%	1.4%
	Traffic Facilities	70	70	176	218	15,877	19,870	26.2%	56.5%	14.8%	2.4%	0.1%
	Road Structures	5	5	40	32	4,104	4,670	76.0%	9.7%	13.5%	0.8%	0.1%
	Road Subbase	–	–	–	–	–	–	0.0%	0.0%	0.0%	0.0%	0.0%
	Road Formation	–	–	–	–	54,414	54,415	100.0%	0.0%	0.0%	0.0%	0.0%
	Other road assets (incl. bulk earth works)	–	–	2	1	–	–	0.0%	0.0%	0.0%	0.0%	0.0%
	Sub-total	3,356	3,356	8,123	8,316	439,757	605,323	16.9%	47.2%	32.5%	2.8%	0.6%

continued on next page

Page 5 of 9

City of Canada Bay Council

Report on infrastructure assets as at 30 June 2025 (continued)

Asset Class	Asset Category	Estimated cost to bring assets to satisfactory standard	Estimated cost to bring to the agreed level of service set by Council	2024/25 Required maintenance ^a	2024/25 Actual maintenance	Net carrying amount	Gross replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	1	2	3	4	5
Stormwater drainage	Drainage Reticulation	7,507	7,507	484	639	99,366	160,097	10.5%	41.6%	29.1%	9.6%	9.3%
	Environmental Quality Devices	29	29	—	—	7,502	9,536	51.2%	14.9%	32.5%	1.0%	0.5%
	Sub-total	7,536	7,536	484	639	106,868	169,633	12.8%	40.1%	29.2%	9.1%	8.8%
Open space / recreational assets	Swimming pools	—	—	413	380	9,535	17,114	1.3%	0.5%	98.2%	0.0%	0.0%
	Sub-total	—	—	413	380	9,535	17,114	1.3%	0.5%	98.2%	0.0%	0.0%
Land Improvements	Parks-Playgrounds	105	105	—	—	9,097	10,190	79.0%	13.3%	3.6%	4.1%	0.0%
	Parks-Playing Fields etc.	—	—	—	—	13,021	13,547	95.5%	4.5%	0.0%	0.0%	0.0%
	Parks-Civil/Landscaping	9	9	—	—	3,461	4,359	1.2%	96.6%	1.4%	0.8%	0.0%
	Parks-Playing Courts	—	—	—	—	33	41	8.2%	91.8%	0.0%	0.0%	0.0%
	Parks	—	—	—	—	2,445	2,446	100.0%	0.0%	0.0%	0.0%	0.0%
	Other	—	—	—	—	18	19	100.0%	0.0%	0.0%	0.0%	0.0%
	Sub-total	114	114	—	—	28,075	30,602	76.8%	20.3%	1.4%	1.5%	0.0%
Total – all assets		22,945	22,945	22,223	22,597	962,183	1,347,889	25.4%	34.6%	31.8%	5.8%	2.4%

(a) Required maintenance is the amount identified in Council's asset management plans.

Infrastructure asset condition assessment 'key'

#	Condition	Integrated planning and reporting (IP&R) description
1	Excellent/very good	No work required (normal maintenance)
2	Good	Only minor maintenance work required
3	Satisfactory	Maintenance work required
4	Poor	Renewal required
5	Very poor	Urgent renewal/upgrading required

City of Canada Bay Council

Report on infrastructure assets as at 30 June 2025

Infrastructure asset performance indicators (consolidated) *

\$ '000	Amounts 2025	Indicator 2025	2024	Indicators 2023	2022	Benchmark
Buildings and infrastructure renewals ratio						
Asset renewals ¹	21,087					
Depreciation, amortisation and impairment	16,970	124.26%	85.12%	89.06%	183.00%	> 100.00%
Infrastructure backlog ratio						
Estimated cost to bring assets to a satisfactory standard	22,945					
Net carrying amount of infrastructure assets	1,049,182	2.19%	2.02%	2.35%	2.38%	< 2.00%
Asset maintenance ratio						
Actual asset maintenance	22,597					
Required asset maintenance	22,223	101.68%	97.19%	99.43%	97.68%	> 100.00%
Cost to bring assets to agreed service level						
Estimated cost to bring assets to an agreed service level set by Council	22,945					
Gross replacement cost	1,347,889	1.70%	1.55%	1.71%	1.71%	

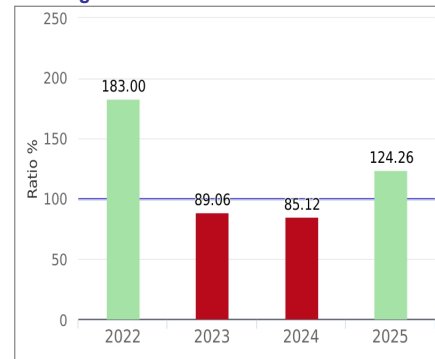
(*) All asset performance indicators are calculated using classes identified in the previous table.

(1) Asset renewals represent the replacement and/or refurbishment of existing assets to an equivalent capacity/performance as opposed to the acquisition of new assets (or the refurbishment of old assets) that increases capacity/performance.

City of Canada Bay Council

Report on infrastructure assets as at 30 June 2025

Buildings and infrastructure renewals ratio



Buildings and infrastructure renewals ratio

To assess the rate at which these assets are being renewed relative to the rate at which they are depreciating.

Commentary on result

24/25 ratio 124.26%

Renewal expenditure of over \$21M resulted in exceeding benchmark for 2024/25. The average of this ratio over the past 4 years is also better than benchmark at 120.4%.

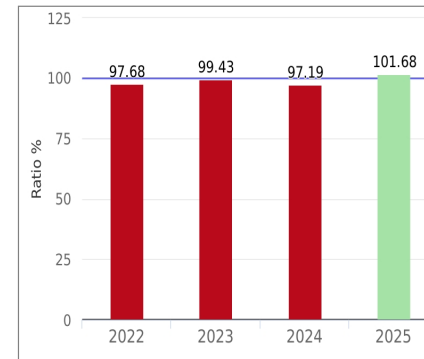
Benchmark: — > 100.00%

Source of benchmark: Code of Accounting Practice and Financial Reporting

Ratio achieves benchmark

Ratio is outside benchmark

Asset maintenance ratio



Asset maintenance ratio

Compares actual vs. required annual asset maintenance. A ratio above 1.0 indicates Council is investing enough funds to stop the infrastructure backlog growing.

Commentary on result

24/25 ratio 101.68%

The required asset maintenance target is aligned to the adopted annual budget. Benchmark has been achieved.

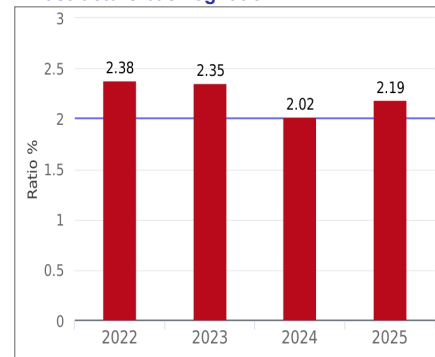
Benchmark: — > 100.00%

Source of benchmark: Code of Accounting Practice and Financial Reporting

Ratio achieves benchmark

Ratio is outside benchmark

Infrastructure backlog ratio



Infrastructure backlog ratio

This ratio shows what proportion the backlog is against the total value of a Council's infrastructure.

Commentary on result

24/25 ratio 2.19%

Ratio is marginally up on the 2023-24 result, reflecting reassessed asset conditions in particular relating to buildings and other structures, where the estimated cost to bring to satisfactory condition increased by a combined \$2.6M.

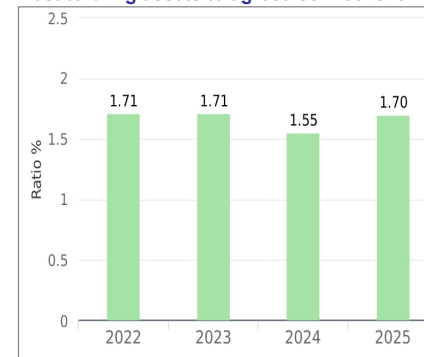
Benchmark: — < 2.00%

Source of benchmark: Code of Accounting Practice and Financial Reporting

Ratio achieves benchmark

Ratio is outside benchmark

Cost to bring assets to agreed service level



Cost to bring assets to agreed service level

This ratio provides a snapshot of the proportion of outstanding renewal works compared to the total value of assets under Council's care and stewardship.

Commentary on result

24/25 ratio 1.70%

Council has maintained this ratio at an average of 1.67% for the last 4 years. The ratio of 1.70% for 2024/25 reflects a cost to bring all assets currently assessed as having a condition rating of less than satisfactory to a satisfactory condition of \$22.9M.

City of Canada Bay Council

Report on infrastructure assets as at 30 June 2025

Infrastructure asset performance indicators (by fund)

\$ '000	General fund		Benchmark
	2025	2024	
Buildings and infrastructure renewals ratio			
Asset renewals ¹	124.26%	85.12%	> 100.00%
Depreciation, amortisation and impairment			
Infrastructure backlog ratio			
Estimated cost to bring assets to a satisfactory standard	2.19%	2.02%	< 2.00%
Net carrying amount of infrastructure assets			
Asset maintenance ratio			
Actual asset maintenance	101.68%	97.19%	> 100.00%
Required asset maintenance			
Cost to bring assets to agreed service level			
Estimated cost to bring assets to an agreed service level set by Council	1.70%	1.55%	
Gross replacement cost			

(1) Asset renewals represent the replacement and/or refurbishment of existing assets to an equivalent capacity/performance as opposed to the acquisition of new assets (or the refurbishment of old assets) that increases capacity/performance.

Code of Conduct

Contents

1. Introduction.....	3
2. Definitions.....	4
3. General Conduct Obligations.....	5
General Conduct	5
Fairness and equity	5
Harassment and discrimination.....	5
Bullying	5
Work health and safety	6
Land use planning, development assessment and other regulatory functions.....	6
Binding caucus votes.....	7
Obligations in relation to meetings.....	7
4. Pecuniary Interests.....	7
What is a pecuniary interest?	7
What interests do not have to be disclosed?	8
What disclosures must be made by a designated person?	9
What disclosures must be made by council staff other than designated persons?.....	10
What disclosures must be made by council advisers?	10
What disclosures must be made by a council committee member?	10
What disclosures must be made by a councillor?	11
Disclosure of interests in written returns	11
Disclosure of pecuniary interests at meetings	11
5. Non-Pecuniary Conflicts of Interest	13
What is a non-pecuniary conflict of interest?	13
Managing non-pecuniary conflicts of interest.....	13
Political donations.....	14
Loss of quorum as a result of compliance with this Part.....	15
Other business or employment.....	15
Personal dealings with council.....	16
6. Personal Benefit	16
Gifts and benefits.....	17
How are offers of gifts and benefits to be dealt with?	17
Gifts and benefits of token value.....	18

Owner: Corporate Services
Last revised: 4/07/2025

Page 1 of 37

Document Set ID: 8631649
Version: 5, Version Date: 01/09/2025

“Cash-like gifts”	18
Improper and undue influence	18
7. Relationships Between Council Officials	18
Obligations of councillors and administrators	18
Obligations of staff	19
Inappropriate interactions	19
8. Access to Information and Council Resources	20
Councillor and administrator access to information	20
Councillors and administrators to properly examine and consider information	21
Refusal of access to information	21
Use of certain council information	21
Use and security of confidential information	21
Personal Information	21
Use of council resources	22
Internet access	22
Council record keeping	22
Councillor access to council buildings	23
9. Maintaining the Integrity of This Code	23
Complaints made for an improper purpose	23
Detrimental action	23
Compliance with requirements under the Procedures	24
Disclosure of information about the consideration of a matter under the Procedures	24
Complaints alleging a breach of this Part	24
Schedule 1: Disclosures of Interests and Other Matters in Written Returns Submitted Under Clause 4.2.1	25
Part 1: Preliminary	25
Part 2: Pecuniary interests to be disclosed in returns	26
Schedule 2: Form of Written Return of Interests Submitted Under Clause 4.21	31
Schedule 3: Form of Special Disclosure of Pecuniary Interest Submitted Under Clause 4.37	34

1. Introduction

This Model Code of Conduct for Local Councils in NSW ("the Model Code of Conduct") is made under section 440 of the Local Government Act 1993 ("LGA") and the Local Government (General) Regulation 2005 ("the Regulation").

The Model Code of Conduct sets the minimum standards of conduct for council officials. It is prescribed by regulation to assist council officials to:

- understand and comply with the standards of conduct that are expected of them
- enable them to fulfil their statutory duty to act honestly and exercise a reasonable degree of care and diligence (section 439)
- act in a way that enhances public confidence in local government.

Section 440 of the LGA requires every council (including county councils) and joint organisation to adopt a code of conduct that incorporates the provisions of the Model Code of Conduct. A council's or joint organisation's adopted code of conduct may also include provisions that supplement the Model Code of Conduct and that extend its application to persons that are not "council officials" for the purposes of the Model Code of Conduct (eg volunteers, contractors and members of wholly advisory committees).

A council's or joint organisation's adopted code of conduct has no effect to the extent that it is inconsistent with the Model Code of Conduct. However, a council's or joint organisation's adopted code of conduct may prescribe requirements that are more onerous than those prescribed in the Model Code of Conduct.

Councillors, administrators, members of staff of councils, delegates of councils, (including members of council committees that are delegates of a council) and any other person a council's adopted code of conduct applies to, must comply with the applicable provisions of their council's code of conduct. It is the personal responsibility of council officials to comply with the standards in the code and to regularly review their personal circumstances and conduct with this in mind.

Failure by a councillor to comply with the standards of conduct prescribed under this code constitutes misconduct for the purposes of the LGA. The LGA provides for a range of penalties that may be imposed on councillors for misconduct, including suspension or disqualification from civic office. A councillor who has been suspended on three or more occasions for misconduct is automatically disqualified from holding civic office for five years.

Failure by a member of staff to comply with a council's code of conduct may give rise to disciplinary action.

Note: References in the Model Code of Conduct to councils are also to be taken as references to county councils and joint organisations.

Note: In adopting the Model Code of Conduct, joint organisations should adapt it to substitute the terms "board" for "council", "chairperson" for "mayor", "voting representative" for "councillor" and "executive officer" for "general manager".

Note: In adopting the Model Code of Conduct, county councils should adapt it to substitute the term "chairperson" for "mayor" and "member" for "councillor".

2. Definitions

In this code the following terms have the following meanings:

Term	Meaning
administrator	an administrator of a council appointed under the LGA other than an administrator appointed under section 66
committee	see the definition of "council committee"
complaint	a code of conduct complaint made for the purposes of clauses 4.1 and 4.2 of the Procedures.
conduct	includes acts and omissions
council	includes county councils and joint organisations
council committee	a committee established by a council comprising of councillors, staff or other persons that the council has delegated functions to and the council's audit, risk and improvement committee
council official	includes councillors, members of staff of a council, administrators, council committee members, delegates of council and, for the purposes of clause 4.16, council advisers
councillor	any person elected or appointed to civic office, including the mayor and includes members and chairpersons of county councils and voting representatives of the boards of joint organisations and chairpersons of joint organisations
delegate of council	a person (other than a councillor or member of staff of a council) or body, and the individual members of that body, to whom a function of the council is delegated
designated person	a person referred to in clause 4.8
election campaign	includes council, state and federal election campaigns
environmental planning instrument	has the same meaning as it has in the Environmental Planning and Assessment Act 1979
general manager	includes the executive officer of a joint organisation
joint organisation	a joint organisation established under section 400O of the LGA
LGA	Local Government Act 1993
local planning panel	a local planning panel constituted under the Environmental Planning and Assessment Act 1979
mayor	includes the chairperson of a county council or a joint organisation
members of staff of a council	includes members of staff of county councils and
the Office	Office of Local Government
personal information	information or an opinion (including information or an opinion forming part of a database and whether or not recorded in a material form) about an individual whose identity is apparent or can reasonably be ascertained from the information or opinion
the Procedures	the Procedures for the Administration of the Model Code of Conduct for Local Councils in NSW prescribed under the Regulation
the Regulation	the Local Government (General) Regulation 2005
voting representative	a voting representative of the board of a joint organisation
wholly advisory committee	a council committee that the council has not delegated any functions to

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Last revised: 4/07/2025

Page 4 of 37

Document Set ID: 8631649
Version: 5, Version Date: 01/09/2025

3. General Conduct Obligations

General Conduct

- 3.1 You must not conduct yourself in a manner that:
- is likely to bring the council or other council officials into disrepute
 - is contrary to statutory requirements or the council's administrative requirements or policies
 - is improper or unethical
 - is an abuse of power
 - causes, comprises or involves intimidation or verbal abuse
 - involves the misuse of your position to obtain a private benefit
 - constitutes harassment or bullying behaviour under this code, or is unlawfully discriminatory.
- 3.2 You must act lawfully and honestly and exercise a reasonable degree of care and diligence in carrying out your functions under the LGA or any other Act (*section 439*).

Fairness and equity

- 3.3 You must consider issues consistently, promptly and fairly. You must deal with matters in accordance with established procedures, in a non-discriminatory manner.
- 3.4 You must take all relevant facts known to you, or that you should be reasonably aware of, into consideration and have regard to the particular merits of each case. You must not take irrelevant matters or circumstances into consideration when making decisions.
- 3.5 An act or omission in good faith, whether or not it involves error, will not constitute a breach of clauses 3.3 or 3.4.

Harassment and discrimination

- 3.6 You must not harass or unlawfully discriminate against others, or support others who harass or unlawfully discriminate against others, on the grounds of age, disability, race (including colour, national or ethnic origin or immigrant status), sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding, sexual orientation, gender identity or intersex status or political, religious or other affiliation.
- 3.7 For the purposes of this code, "harassment" is any form of behaviour towards a person that:
- is not wanted by the person
 - offends, humiliates or intimidates the person, and
 - creates a hostile environment.

Bullying

- 3.8 You must not engage in bullying behaviour towards others.
- 3.9 For the purposes of this code, "bullying behaviour" is any behaviour in which:
- a person or a group of people repeatedly behaves unreasonably towards another person or a group of persons, and
 - the behaviour creates a risk to health and safety.
- 3.10 Bullying behaviour may involve, but is not limited to, any of the following types of behaviour:
- aggressive, threatening or intimidating conduct

- b) belittling or humiliating comments
 - c) spreading malicious rumours
 - d) teasing, practical jokes or 'initiation ceremonies'
 - e) exclusion from work-related events
 - f) unreasonable work expectations, including too much or too little work, or work below or beyond a worker's skill level
 - g) displaying offensive material
 - h) pressure to behave in an inappropriate manner.
- 3.11 Reasonable management action carried out in a reasonable manner does not constitute bullying behaviour for the purposes of this code. Examples of reasonable management action may include, but are not limited to:
- a) performance management processes
 - b) disciplinary action for misconduct
 - c) informing a worker about unsatisfactory work performance or inappropriate work behaviour
 - d) directing a worker to perform duties in keeping with their job
 - e) maintaining reasonable workplace goals and standards
 - f) legitimately exercising a regulatory function
 - g) legitimately implementing a council policy or administrative processes.

Work health and safety

- 3.12 All council officials, including councillors, owe statutory duties under the *Work Health and Safety Act 2011* (WHS Act). You must comply with your duties under the WHS Act and your responsibilities under any policies or procedures adopted by the council to ensure workplace health and safety. Specifically, you must:
- a) take reasonable care for your own health and safety
 - b) take reasonable care that your acts or omissions do not adversely affect the health and safety of other persons
 - c) comply, so far as you are reasonably able, with any reasonable instruction that is given to ensure compliance with the WHS Act and any policies or procedures adopted by the council to ensure workplace health and safety
 - d) cooperate with any reasonable policy or procedure of the council relating to workplace health or safety that has been notified to council staff
 - e) report accidents, incidents, near misses, to the general manager or such other staff member nominated by the general manager, and take part in any incident investigations
 - f) so far as is reasonably practicable, consult, co-operate and coordinate with all others who have a duty under the WHS Act in relation to the same matter.

Land use planning, development assessment and other regulatory functions

- 3.13 You must ensure that land use planning, development assessment and other regulatory decisions are properly made, and that all parties are dealt with fairly. You must avoid any occasion for suspicion of improper conduct in the exercise of land use planning, development assessment and other regulatory functions.

- 3.14 In exercising land use planning, development assessment and other regulatory functions, you must ensure that no action, statement or communication between yourself and others conveys any suggestion of willingness to improperly provide concessions or preferential or unduly unfavourable treatment.

Binding caucus votes

- 3.15 You must not participate in binding caucus votes in relation to matters to be considered at a council or committee meeting.
- 3.16 For the purposes of clause 3.15, a binding caucus vote is a process whereby a group of councillors are compelled by a threat of disciplinary or other adverse action to comply with a predetermined position on a matter before the council or committee, irrespective of the personal views of individual members of the group on the merits of the matter before the council or committee.
- 3.17 Clause 3.15 does not prohibit councillors from discussing a matter before the council or committee prior to considering the matter in question at a council or committee meeting, or from voluntarily holding a shared view with other councillors on the merits of a matter.
- 3.18 Clause 3.15 does not apply to a decision to elect the mayor or deputy mayor, or to nominate a person to be a member of a council committee or a representative of the council on an external body.

Obligations in relation to meetings

- 3.19 You must comply with rulings by the chair at council and committee meetings or other proceedings of the council unless a motion dissenting from the ruling is passed.
- 3.20 You must not engage in bullying behaviour (as defined under this Part) towards the chair, other council officials or any members of the public present during council or committee meetings or other proceedings of the council (such as, but not limited to, workshops and briefing sessions).
- 3.21 You must not engage in conduct that disrupts council or committee meetings or other proceedings of the council (such as, but not limited to, workshops and briefing sessions), or that would otherwise be inconsistent with the orderly conduct of meetings.
- 3.22 If you are a councillor, you must not engage in any acts of disorder or other conduct that is intended to prevent the proper or effective functioning of the council, or of a committee of the council. Without limiting this clause, you must not:
- a) leave a meeting of the council or a committee for the purposes of depriving the meeting of a quorum, or
 - b) submit a rescission motion with respect to a decision for the purposes of voting against it to prevent another councillor from submitting a rescission motion with respect to the same decision, or
 - c) deliberately seek to impede the consideration of business at a meeting.

4. Pecuniary Interests

What is a pecuniary interest?

- 4.1 A pecuniary interest is an interest that you have in a matter because of a reasonable likelihood or expectation of appreciable financial gain or loss to you or a person referred to in clause 4.3.
- 4.2 You will not have a pecuniary interest in a matter if the interest is so remote or insignificant that it could not reasonably be regarded as likely to influence any decision you might make in relation to the matter, or if the interest is of a kind specified in clause 4.6.

- 4.3 For the purposes of this Part, you will have a pecuniary interest in a matter if the pecuniary interest is:
- a) your interest, or
 - b) the interest of your spouse or de facto partner, your relative, or your partner or employer, or
 - c) a company or other body of which you, or your nominee, partner or employer, is a shareholder or member.
- 4.4 For the purposes of clause 4.3:
- a) Your “relative” is any of the following:
 - (i) your parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant or adopted child
 - (ii) your spouse’s or de facto partner’s parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant or adopted child
 - (iii) the spouse or de facto partner of a person referred to in paragraphs (i) and (ii).
 - a) “de facto partner” has the same meaning as defined in section 21C of the *Interpretation Act 1987*.
- 4.5 You will not have a pecuniary interest in relation to a person referred to in subclauses 4.3(b) or (c):
- b) if you are unaware of the relevant pecuniary interest of your spouse, de facto partner, relative, partner, employer or company or other body, or
 - c) just because the person is a member of, or is employed by, a council or a statutory body, or is employed by the Crown, or
 - d) just because the person is a member of, or a delegate of a council to, a company or other body that has a pecuniary interest in the matter, so long as the person has no beneficial interest in any shares of the company or body.

What interests do not have to be disclosed?

- 4.6 You do not have to disclose the following interests for the purposes of this Part:
- a) your interest as an elector
 - b) your interest as a ratepayer or person liable to pay a charge
 - c) an interest you have in any matter relating to the terms on which the provision of a service or the supply of goods or commodities is offered to the public generally, or to a section of the public that includes persons who are not subject to this code
 - d) an interest you have in any matter relating to the terms on which the provision of a service or the supply of goods or commodities is offered to your relative by the council in the same manner and subject to the same conditions as apply to persons who are not subject to this code
 - e) an interest you have as a member of a club or other organisation or association, unless the interest is as the holder of an office in the club or organisation (whether remunerated or not)
 - f) if you are a council committee member, an interest you have as a person chosen to represent the community, or as a member of a non-profit organisation or other community or special interest group, if you have been appointed to represent the organisation or group on the council committee

- g) an interest you have relating to a contract, proposed contract or other matter, if the interest arises only because of a beneficial interest in shares in a company that does not exceed 10 per cent of the voting rights in the company
 - h) an interest you have arising from the proposed making by the council of an agreement between the council and a corporation, association or partnership, being a corporation, association or partnership that has more than 25 members, if the interest arises because your relative is a shareholder (but not a director) of the corporation, or is a member (but not a member of the committee) of the association, or is a partner of the partnership
 - i) an interest you have arising from the making by the council of a contract or agreement with your relative for, or in relation to, any of the following, but only if the proposed contract or agreement is similar in terms and conditions to such contracts and agreements as have been made, or as are proposed to be made, by the council in respect of similar matters with other residents of the area:
 - (iv) the performance by the council at the expense of your relative of any work or service in connection with roads or sanitation
 - (v) security for damage to footpaths or roads
 - (vi) any other service to be rendered, or act to be done, by the council by or under any Act conferring functions on the council, or by or under any contract
 - j) an interest relating to the payment of fees to councillors (including the mayor and deputy mayor)
 - k) an interest relating to the payment of expenses and the provision of facilities to councillors (including the mayor and deputy mayor) in accordance with a policy under section 252 of the LGA,
 - l) an interest relating to an election to the office of mayor arising from the fact that a fee for the following 12 months has been determined for the office of mayor
 - m) an interest of a person arising from the passing for payment of a regular account for the wages or salary of an employee who is a relative of the person
 - n) an interest arising from being covered by, or a proposal to be covered by, indemnity insurance as a councillor or a council committee member
 - o) an interest arising from the appointment of a councillor to a body as a representative or delegate of the council, whether or not a fee or other recompense is payable to the representative or delegate.
- 4.7 For the purposes of clause 4.6, "relative" has the same meaning as in clause 4.4, but includes your spouse or de facto partner.

What disclosures must be made by a designated person?

- 4.8 Designated persons include:
- a) the general manager
 - b) other senior staff of the council for the purposes of section 332 of the LGA
 - c) a person (other than a member of the senior staff of the council) who is a member of staff of the council or a delegate of the council and who holds a position identified by the council as the position of a designated person because it involves the exercise of functions (such as regulatory functions or contractual functions) that, in their exercise, could give rise to a conflict between the person's duty as a member of staff or delegate and the person's private interest

- d) a person (other than a member of the senior staff of the council) who is a member of a committee of the council identified by the council as a committee whose members are designated persons because the functions of the committee involve the exercise of the council's functions (such as regulatory functions or contractual functions) that, in their exercise, could give rise to a conflict between the member's duty as a member of the committee and the member's private interest.
- 4.9 A designated person:
- a) must prepare and submit written returns of interests in accordance with clauses 4.21, and
 - b) must disclose pecuniary interests in accordance with clause 4.10.
- 4.10 A designated person must disclose in writing to the general manager (or if the person is the general manager, to the council) the nature of any pecuniary interest the person has in any council matter with which the person is dealing as soon as practicable after becoming aware of the interest.
- 4.11 Clause 4.10 does not require a designated person who is a member of staff of the council to disclose a pecuniary interest if the interest relates only to the person's salary as a member of staff, or to their other conditions of employment
- 4.12 The general manager must, on receiving a disclosure from a designated person, deal with the matter to which the disclosure relates or refer it to another person to deal with.
- 4.13 A disclosure by the general manager must, as soon as practicable after the disclosure is made, be laid on the table at a meeting of the council and the council must deal with the matter to which the disclosure relates or refer it to another person to deal with.

What disclosures must be made by council staff other than designated persons?

- 4.14 A member of staff of council, other than a designated person, must disclose in writing to their manager or the general manager the nature of any pecuniary interest they have in a matter they are dealing with as soon as practicable after becoming aware of the interest.
- 4.15 The staff member's manager or the general manager must, on receiving a disclosure under clause 4.14, deal with the matter to which the disclosure relates or refer it to another person to deal with.

What disclosures must be made by council advisers?

- 4.16 A person who, at the request or with the consent of the council or a council committee, gives advice on any matter at any meeting of the council or committee, must disclose the nature of any pecuniary interest the person has in the matter to the meeting at the time the advice is given. The person is not required to disclose the person's interest as an adviser.
- 4.17 A person does not breach clause 4.16 if the person did not know, and could not reasonably be expected to have known, that the matter under consideration at the meeting was a matter in which they had a pecuniary interest.

What disclosures must be made by a council committee member?

- 4.18 A council committee member must disclose pecuniary interests in accordance with clause 4.28 and comply with clause 4.29.
- 4.19 For the purposes of clause 4.18, a "council committee member" includes a member of staff of council who is a member of the committee.

What disclosures must be made by a councillor?

4.20 A councillor:

- a) must prepare and submit written returns of interests in accordance with clause 4.21, and
- b) must disclose pecuniary interests in accordance with clause 4.28 and comply with clause 4.29 where it is applicable.

Disclosure of interests in written returns

4.21 A councillor or designated person must make and lodge with the general manager a return in the form set out in schedule 2 to this code, disclosing the councillor's or designated person's interests as specified in schedule 1 to this code within 3 months after:

- a) becoming a councillor or designated person, and
- b) 30 June of each year, and
- c) the councillor or designated person becoming aware of an interest they are required to disclose under schedule 1 that has not been previously disclosed in a return lodged under paragraphs (a) or (b).

4.22 A person need not make and lodge a return under clause 4.21, paragraphs (a) and (b) if:

- a) they made and lodged a return under that clause in the preceding 3 months, or
- b) they have ceased to be a councillor or designated person in the preceding 3 months.

4.23 A person must not make and lodge a return that the person knows or ought reasonably to know is false or misleading in a material particular.

4.24 The general manager must keep a register of returns required to be made and lodged with the general manager.

4.25 Returns required to be lodged with the general manager under clause 4.21(a) and (b) must be tabled at the first meeting of the council after the last day the return is required to be lodged.

4.26 Returns required to be lodged with the general manager under clause 4.21(c) must be tabled at the next council meeting after the return is lodged.

4.27 Information contained in returns made and lodged under clause 4.21 is to be made publicly available in accordance with the requirements of the *Government Information (Public Access) Act 2009*, the *Government Information (Public Access) Regulation 2009* and any guidelines issued by the Information Commissioner.

Disclosure of pecuniary interests at meetings

4.28 A councillor or a council committee member who has a pecuniary interest in any matter with which the council is concerned, and who is present at a meeting of the council or committee at which the matter is being considered, must disclose the nature of the interest to the meeting as soon as practicable.

4.29 The councillor or council committee member must not be present at, or in sight of, the meeting of the council or committee:

- a) at any time during which the matter is being considered or discussed by the council or committee, or
- b) at any time during which the council or committee is voting on any question in relation to the matter.

4.30 In the case of a meeting of a board of a joint organisation, a voting representative is taken to be present at the meeting for the purposes of clauses 4.28 and 4.29 where they participate in the meeting by telephone or other electronic means.

- 4.31 A disclosure made at a meeting of a council or council committee must be recorded in the minutes of the meeting.
- 4.32 A general notice may be given to the general manager in writing by a councillor or a council committee member to the effect that the councillor or council committee member, or the councillor's or council committee member's spouse, de facto partner or relative, is:
- a) a member of, or in the employment of, a specified company or other body, or
 - b) a partner of, or in the employment of, a specified person.
- 4.33 A councillor or a council committee member is not prevented from being present at and taking part in a meeting at which a matter is being considered, or from voting on the matter, merely because the councillor or council committee member has an interest in the matter of a kind referred to in clause 4.6.
- 4.34 A person does not breach clauses 4.28 or 4.29 if the person did not know, and could not reasonably be expected to have known, that the matter under consideration at the meeting was a matter in which they had a pecuniary interest.
- 4.35 Despite clause 4.29, a councillor who has a pecuniary interest in a matter may participate in a decision to delegate consideration of the matter in question to another body or person.
- 4.36 Clause 4.29 does not apply to a councillor who has a pecuniary interest in a matter that is being considered at a meeting if:
- a) the matter is a proposal relating to:
 - (i) the making of a principal environmental planning instrument applying to the whole or a significant portion of the council's area, or
 - (ii) the amendment, alteration or repeal of an environmental planning instrument where the amendment, alteration or repeal applies to the whole or a significant portion of the council's area, and
 - b) the pecuniary interest arises only because of an interest of the councillor in the councillor's principal place of residence or an interest of another person (whose interests are relevant under clause 4.3) in that person's principal place of residence, and
 - c) the councillor made a special disclosure under clause 4.37 in relation to the interest before the commencement of the meeting.
- 4.37 A special disclosure of a pecuniary interest made for the purposes of clause 4.36(c) must:
- a) be in the form set out in schedule 3 of this code and contain the information required by that form, and
 - b) be laid on the table at a meeting of the council as soon as practicable after the disclosure is made, and the information contained in the special disclosure is to be recorded in the minutes of the meeting.
- 4.38 The Minister for Local Government may, conditionally or unconditionally, allow a councillor or a council committee member who has a pecuniary interest in a matter with which the council is concerned to be present at a meeting of the council or committee, to take part in the consideration or discussion of the matter and to vote on the matter if the Minister is of the opinion:
- a) that the number of councillors prevented from voting would be so great a proportion of the whole as to impede the transaction of business, or
 - b) that it is in the interests of the electors for the area to do so.
- 4.39 A councillor or a council committee member with a pecuniary interest in a matter who is permitted to be present at a meeting of the council or committee, to take part in the

consideration or discussion of the matter and to vote on the matter under clause 4.38, must still disclose the interest they have in the matter in accordance with clause 4.28.

5. Non-Pecuniary Conflicts of Interest

What is a non-pecuniary conflict of interest?

- 5.1 Non-pecuniary interests are private or personal interests a council official has that do not amount to a pecuniary interest as defined in clause 4.1 of this code. These commonly arise out of family or personal relationships, or out of involvement in sporting, social, religious or other cultural groups and associations, and may include an interest of a financial nature.
- 5.2 A non-pecuniary conflict of interest exists where a reasonable and informed person would perceive that you could be influenced by a private interest when carrying out your official functions in relation to a matter.
- 5.3 The personal or political views of a council official do not constitute a private interest for the purposes of clause 5.2.
- 5.4 Non-pecuniary conflicts of interest must be identified and appropriately managed to uphold community confidence in the probity of council decision-making. The onus is on you to identify any non-pecuniary conflict of interest you may have in matters that you deal with, to disclose the interest fully and in writing, and to take appropriate action to manage the conflict in accordance with this code.
- 5.5 When considering whether or not you have a non-pecuniary conflict of interest in a matter you are dealing with, it is always important to think about how others would view your situation.

Managing non-pecuniary conflicts of interest

- 5.6 Where you have a non-pecuniary conflict of interest in a matter for the purposes of clause 5.2, you must disclose the relevant private interest you have in relation to the matter fully and in writing as soon as practicable after becoming aware of the non-pecuniary conflict of interest and on each occasion on which the non-pecuniary conflict of interest arises in relation to the matter. In the case of members of council staff other than the general manager, such a disclosure is to be made to the staff member's manager. In the case of the general manager, such a disclosure is to be made to the mayor.
- 5.7 If a disclosure is made at a council or committee meeting, both the disclosure and the nature of the interest must be recorded in the minutes on each occasion on which the non-pecuniary conflict of interest arises. This disclosure constitutes disclosure in writing for the purposes of clause 5.6.
- 5.8 How you manage a non-pecuniary conflict of interest will depend on whether or not it is significant.
- 5.9 As a general rule, a non-pecuniary conflict of interest will be significant where it does not involve a pecuniary interest for the purposes of clause 4.1, but it involves:
 - a) a relationship between a council official and another person who is affected by a decision or a matter under consideration that is particularly close, such as a current or former spouse or de facto partner, a relative for the purposes of clause 4.4 or another person from the council official's extended family that the council official has a close personal relationship with, or another person living in the same household
 - b) other relationships with persons who are affected by a decision or a matter under consideration that are particularly close, such as friendships and business relationships. Closeness is defined by the nature of the friendship or business relationship, the frequency of contact and the duration of the friendship or relationship.

- c) an affiliation between the council official and an organisation (such as a sporting body, club, religious, cultural or charitable organisation, corporation or association) that is affected by a decision or a matter under consideration that is particularly strong. The strength of a council official's affiliation with an organisation is to be determined by the extent to which they actively participate in the management, administration or other activities of the organisation.
 - d) membership, as the council's representative, of the board or management committee of an organisation that is affected by a decision or a matter under consideration, in circumstances where the interests of the council and the organisation are potentially in conflict in relation to the particular matter
 - e) a financial interest (other than an interest of a type referred to in clause 4.6) that is not a pecuniary interest for the purposes of clause 4.1
 - f) the conferral or loss of a personal benefit other than one conferred or lost as a member of the community or a broader class of people affected by a decision.
- 5.10 Significant non-pecuniary conflicts of interest must be managed in one of two ways:
- a) by not participating in consideration of, or decision making in relation to, the matter in which you have the significant non-pecuniary conflict of interest and the matter being allocated to another person for consideration or determination, or
 - b) if the significant non-pecuniary conflict of interest arises in relation to a matter under consideration at a council or committee meeting, by managing the conflict of interest as if you had a pecuniary interest in the matter by complying with clauses 4.28 and 4.29.
- 5.11 If you determine that you have a non-pecuniary conflict of interest in a matter that is not significant and does not require further action, when disclosing the interest you must also explain in writing why you consider that the non-pecuniary conflict of interest is not significant and does not require further action in the circumstances.
- 5.12 If you are a member of staff of council other than the general manager, the decision on which option should be taken to manage a non-pecuniary conflict of interest must be made in consultation with and at the direction of your manager. In the case of the general manager, the decision on which option should be taken to manage a non-pecuniary conflict of interest must be made in consultation with and at the direction of the mayor.
- 5.13 Despite clause 5.10(b), a councillor who has a significant non-pecuniary conflict of interest in a matter, may participate in a decision to delegate consideration of the matter in question to another body or person.
- 5.14 Council committee members are not required to declare and manage a non-pecuniary conflict of interest in accordance with the requirements of this Part where it arises from an interest they have as a person chosen to represent the community, or as a member of a non-profit organisation or other community or special interest group, if they have been appointed to represent the organisation or group on the council committee.

Political donations

- 5.15 Councillors should be aware that matters before council or committee meetings involving their political donors may also give rise to a non-pecuniary conflict of interest.
- 5.16 Where you are a councillor and have received or knowingly benefitted from a reportable political donation:
- a) made by a major political donor in the previous four years, and
 - b) the major political donor has a matter before council,
- you must declare a non-pecuniary conflict of interest in the matter, disclose the nature of the interest, and manage the conflict of interest as if you had a pecuniary interest in the matter

by complying with clauses 4.28 and 4.29. A disclosure made under this clause must be recorded in the minutes of the meeting.

5.17 For the purposes of this Part:

- a) a “reportable political donation” has the same meaning as it has in section 6 of the *Electoral Funding Act 2018*
- b) “major political donor” has the same meaning as it has in the *Electoral Funding Act 2018*.

5.18 Councillors should note that political donations that are not a “reportable political donation”, or political donations to a registered political party or group by which a councillor is endorsed, may still give rise to a non-pecuniary conflict of interest. Councillors should determine whether or not such conflicts are significant for the purposes of clause 5.9 and take the appropriate action to manage them.

5.19 Despite clause 5.16, a councillor who has received or knowingly benefitted from a reportable political donation of the kind referred to in that clause, may participate in a decision to delegate consideration of the matter in question to another body or person.

Loss of quorum as a result of compliance with this Part

5.20 A councillor who would otherwise be precluded from participating in the consideration of a matter under this Part because they have a non-pecuniary conflict of interest in the matter is permitted to participate in consideration of the matter if:

- a) the matter is a proposal relating to:
 - (i) the making of a principal environmental planning instrument applying to the whole or a significant portion of the council's area, or
 - (ii) the amendment, alteration or repeal of an environmental planning instrument where the amendment, alteration or repeal applies to the whole or a significant portion of the council's area, and
- b) the non-pecuniary conflict of interest arises only because of an interest that a person has in that person's principal place of residence, and
- c) the councillor discloses the interest they have in the matter that would otherwise have precluded their participation in consideration of the matter under this Part in accordance with clause 5.6.

5.21 The Minister for Local Government may, conditionally or unconditionally, allow a councillor or a council committee member who is precluded under this Part from participating in the consideration of a matter to be present at a meeting of the council or committee, to take part in the consideration or discussion of the matter and to vote on the matter if the Minister is of the opinion:

- a) that the number of councillors prevented from voting would be so great a proportion of the whole as to impede the transaction of business, or
- b) that it is in the interests of the electors for the area to do so.

5.22 Where the Minister exempts a councillor or committee member from complying with a requirement under this Part under clause 5.21, the councillor or committee member must still disclose any interests they have in the matter the exemption applies to, in accordance with clause 5.6.

Other business or employment

5.23 The general manager must not engage, for remuneration, in private employment, contract work or other business outside the service of the council without the approval of the council.

- 5.24 A member of staff must not engage, for remuneration, in private employment, contract work or other business outside the service of the council that relates to the business of the council or that might conflict with the staff member's council duties unless they have notified the general manager in writing of the employment, work or business and the general manager has given their written approval for the staff member to engage in the employment, work or business.
- 5.25 The general manager may at any time prohibit a member of staff from engaging, for remuneration, in private employment, contract work or other business outside the service of the council that relates to the business of the council, or that might conflict with the staff member's council duties.
- 5.26 A member of staff must not engage, for remuneration, in private employment, contract work or other business outside the service of the council if prohibited from doing so.
- 5.27 Members of staff must ensure that any outside employment, work or business they engage in will not:
- a) conflict with their official duties
 - b) involve using confidential information or council resources obtained through their work with the council including where private use is permitted
 - c) require them to work while on council duty
 - d) discredit or disadvantage the council
 - e) pose, due to fatigue, a risk to their health or safety, or to the health and safety of their co-workers.

Personal dealings with council

- 5.28 You may have reason to deal with your council in your personal capacity (for example, as a ratepayer, recipient of a council service or applicant for a development consent granted by council). You must not expect or request preferential treatment in relation to any matter in which you have a private interest because of your position. You must avoid any action that could lead members of the public to believe that you are seeking preferential treatment.
- 5.29 You must undertake any personal dealings you have with the council in a manner that is consistent with the way other members of the community deal with the council. You must also ensure that you disclose and appropriately manage any conflict of interest you may have in any matter in accordance with the requirements of this code.

6. Personal Benefit

- 6.1 For the purposes of this Part, a gift or a benefit is something offered to or received by a council official or someone personally associated with them for their personal use and enjoyment.
- 6.2 A reference to a gift or benefit in this Part does not include:
- a) items with a value of \$10 or less
 - b) a political donation for the purposes of the Electoral Funding Act 2018
 - c) a gift provided to the council as part of a cultural exchange or sister-city relationship that is not converted for the personal use or enjoyment of any individual council official or someone personally associated with them
 - d) a benefit or facility provided by the council to an employee or councillor
 - e) attendance by a council official at a work-related event or function for the purposes of performing their official duties, or

- f) free or subsidised meals, beverages or refreshments provided to council officials in conjunction with the performance of their official duties such as, but not limited to:
 - (iii) the discussion of official business
 - (iv) work-related events such as council-sponsored or community events, training, education sessions or workshops
 - (v) conferences
 - (vi) council functions or events
 - (vii) social functions organised by groups, such as council committees and community organisations.

Gifts and benefits

- 6.3 You must avoid situations that would give rise to the appearance that a person or body is attempting to secure favourable treatment from you or from the council, through the provision of gifts, benefits or hospitality of any kind to you or someone personally associated with you.
- 6.4 A gift or benefit is deemed to have been accepted by you for the purposes of this Part, where it is received by you or someone personally associated with you.

How are offers of gifts and benefits to be dealt with?

- 6.5 You must not:
 - a) seek or accept a bribe or other improper inducement
 - b) seek gifts or benefits of any kind
 - c) accept any gift or benefit that may create a sense of obligation on your part, or may be perceived to be intended or likely to influence you in carrying out your public duty
 - d) subject to clause 6.7, accept any gift or benefit of more than token value as defined by clause 6.9
 - e) accept an offer of cash or a cash-like gift as defined by clause 6.13, regardless of the amount
 - f) participate in competitions for prizes where eligibility is based on the council being in or entering into a customer–supplier relationship with the competition organiser
 - g) personally benefit from reward points programs when purchasing on behalf of the council.
- 6.6 Where you receive a gift or benefit of any value other than one referred to in clause 6.2, you must disclose this promptly to your manager or the general manager in writing. The recipient, manager, or general manager must ensure that, at a minimum, the following details are recorded in the council's gift register:
 - a) the nature of the gift or benefit
 - b) the estimated monetary value of the gift or benefit
 - c) the name of the person who provided the gift or benefit, and
 - d) the date on which the gift or benefit was received.
- 6.7 Where you receive a gift or benefit of more than token value that cannot reasonably be refused or returned, the gift or benefit must be surrendered to the council, unless the nature of the gift or benefit makes this impractical.

Gifts and benefits of token value

- 6.8 You may accept gifts and benefits of token value. Gifts and benefits of token value are one or more gifts or benefits received from a person or organisation over a 12-month period that, when aggregated, do not exceed a value of \$100. They include, but are not limited to:
- a) invitations to and attendance at local social, cultural or sporting events with a ticket value that does not exceed \$100
 - b) gifts of alcohol that do not exceed a value of \$100
 - c) ties, scarves, coasters, tie pins, diaries, chocolates or flowers or the like
 - d) prizes or awards that do not exceed \$100 in value.
- 6.9 Gifts or benefits that exceed \$100 in value are gifts or benefits of more than token value for the purposes of clause 6.5(d) and, subject to clause 6.7, must not be accepted.
- 6.10 Gifts and benefits of more than token value include, but are not limited to, tickets to major sporting events (such as international matches or matches in national sporting codes) with a ticket value that exceeds \$100, corporate hospitality at a corporate facility at major sporting events, free or discounted products or services for personal use provided on terms that are not available to the general public or a broad class of persons, the use of holiday homes, artworks, free or discounted travel.
- 6.11 Where a Councillor has accepted a gift or benefit of token value from a person or organisation, you must not accept a further gift or benefit from the same person or organisation or another person associated with that person or organisation within a single 12-month period where the value of the gift, added to the value of earlier gifts received from the same person or organisation, or a person associated with that person or organisation, during the same 12-month period would exceed \$100 in value.
- 6.12 For the purposes of this Part, the value of a gift or benefit is the monetary value of the gift or benefit inclusive of GST.

“Cash-like gifts”

- 6.13 For the purposes of clause 6.5(e), “cash-like gifts” include, but are not limited to, gift vouchers, credit cards, debit cards with credit on them, prepayments such as phone or internet credit, lottery tickets, memberships or entitlements to discounts that are not available to the general public or a broad class of persons.

Improper and undue influence

- 6.14 You must not use your position to influence other council officials in the performance of their official functions to obtain a private benefit for yourself or for somebody else. A councillor will not be in breach of this clause where they seek to influence other council officials through the proper exercise of their role as prescribed under the LGA.
- 6.15 You must not take advantage (or seek to take advantage) of your status or position with council, or of functions you perform for council, in order to obtain a private benefit for yourself or for any other person or body.

7. Relationships Between Council Officials**Obligations of councillors and administrators**

- 7.1 Each council is a body politic. The councillors or administrator/s are the governing body of the council. Under section 223 of the LGA, the role of the governing body of the council includes the development and endorsement of the strategic plans, programs, strategies and policies of the council, including those relating to workforce policy, and to keep the performance of the council under review.

7.2 Councillors or administrators must not:

- a) direct council staff other than by giving appropriate direction to the general manager by way of council or committee resolution, or by the mayor or administrator exercising their functions under section 226 of the LGA
- b) in any public or private forum, direct or influence, or attempt to direct or influence, any other member of the staff of the council or a delegate of the council in the exercise of the functions of the staff member or delegate
- c) contact a member of the staff of the council on council-related business unless in accordance with the policy and procedures governing the interaction of councillors and council staff that have been authorised by the council and the general manager
- d) contact or issue instructions to any of the council's contractors, including the council's legal advisers, unless by the mayor or administrator exercising their functions under section 226 of the LGA.

7.3 Despite clause 7.2, councillors may contact the council's external auditor or the chair of the council's audit risk and improvement committee to provide information reasonably necessary for the external auditor or the audit, risk and improvement committee to effectively perform their functions.

Obligations of staff

7.4 Under section 335 of the LGA, the role of the general manager includes conducting the day-to-day management of the council in accordance with the strategic plans, programs, strategies and policies of the council, implementing without undue delay, lawful decisions of the council and ensuring that the mayor and other councillors are given timely information and advice and the administrative and professional support necessary to effectively discharge their official functions.

7.5 Members of staff of council must:

- a) give their attention to the business of the council while on duty
- b) ensure that their work is carried out ethically, efficiently, economically and effectively
- c) carry out reasonable and lawful directions given by any person having authority to give such directions
- d) give effect to the lawful decisions, policies and procedures of the council, whether or not the staff member agrees with or approves of them
- e) ensure that any participation in political activities outside the service of the council does not interfere with the performance of their official duties.

Inappropriate interactions

7.6 You must not engage in any of the following inappropriate interactions:

- a) councillors and administrators approaching staff and staff organisations to discuss individual or operational staff matters (other than matters relating to broader workforce policy), grievances, workplace investigations and disciplinary matters
- b) council staff approaching councillors and administrators to discuss individual or operational staff matters (other than matters relating to broader workforce policy), grievances, workplace investigations and disciplinary matters
- c) subject to clause 8.6, council staff refusing to give information that is available to other councillors to a particular councillor
- d) councillors and administrators who have lodged an application with the council, discussing the matter with council staff in staff-only areas of the council

- e) councillors and administrators approaching members of local planning panels or discussing any application that is either before the panel or that will come before the panel at some future time, except during a panel meeting where the application forms part of the agenda and the councillor or administrator has a right to be heard by the panel at the meeting
- f) councillors and administrators being overbearing or threatening to council staff
- g) council staff being overbearing or threatening to councillors or administrators
- h) councillors and administrators making personal attacks on council staff or engaging in conduct towards staff that would be contrary to the general conduct provisions in Part 3 of this code in public forums including social media
- i) councillors and administrators directing or pressuring council staff in the performance of their work, or recommendations they should make
- j) council staff providing ad hoc advice to councillors and administrators without recording or documenting the interaction as they would if the advice was provided to a member of the community
- k) council staff meeting with applicants or objectors alone AND outside office hours to discuss planning applications or proposals
- l) councillors attending on-site inspection meetings with lawyers and/or consultants engaged by the council associated with current or proposed legal proceedings unless permitted to do so by the council's general manager or, in the case of the mayor or administrator, unless they are exercising their functions under section 226 of the LGA.

8. Access to Information and Council Resources

Councillor and administrator access to information

- 8.1 The general manager is responsible for ensuring that councillors and administrators can access information necessary for the performance of their official functions. The general manager and public officer are also responsible for ensuring that members of the public can access publicly available council information under the *Government Information (Public Access) Act 2009* (the GIPA Act).
- 8.2 The general manager must provide councillors and administrators with the information necessary to effectively discharge their official functions.
- 8.3 Members of staff of council must provide full and timely information to councillors and administrators sufficient to enable them to exercise their official functions and in accordance with council procedures.
- 8.4 Members of staff of council who provide any information to a particular councillor in the performance of their official functions must also make it available to any other councillor who requests it and in accordance with council procedures.
- 8.5 Councillors and administrators who have a private interest only in council information have the same rights of access as any member of the public.
- 8.6 Despite clause 8.4, councillors and administrators who are precluded from participating in the consideration of a matter under this code because they have a conflict of interest in the matter, are not entitled to request access to council information in relation to the matter unless the information is otherwise available to members of the public, or the council has determined to make the information available under the GIPA Act.

Councillors and administrators to properly examine and consider information

- 8.7 Councillors and administrators must ensure that they comply with their duty under section 439 of the LGA to act honestly and exercise a reasonable degree of care and diligence by properly examining and considering all the information provided to them relating to matters that they are required to make a decision on.

Refusal of access to information

- 8.8 There the general manager or public officer determine to refuse access to information requested by a councillor or administrator, they must act reasonably. In reaching this decision they must take into account whether or not the information requested is necessary for the councillor or administrator to perform their official functions (see clause 8.2) and whether they have disclosed a conflict of interest in the matter the information relates to that would preclude their participation in consideration of the matter (see clause 8.6). The general manager or public officer must state the reasons for the decision if access is refused.

Use of certain council information

- 8.9 In regard to information obtained in your capacity as a council official, you must:
- a) subject to clause 8.14, only access council information needed for council business
 - b) not use that council information for private purposes
 - c) not seek or obtain, either directly or indirectly, any financial benefit or other improper advantage for yourself, or any other person or body, from any information to which you have access by virtue of your office or position with council
 - d) only release council information in accordance with established council policies and procedures and in compliance with relevant legislation.

Use and security of confidential information

- 8.10 You must maintain the integrity and security of confidential information in your possession, or for which you are responsible.
- 8.11 In addition to your general obligations relating to the use of council information, you must:
- a) only access confidential information that you have been authorised to access and only do so for the purposes of exercising your official functions
 - b) protect confidential information
 - c) only release confidential information if you have authority to do so
 - d) only use confidential information for the purpose for which it is intended to be used
 - e) not use confidential information gained through your official position for the purpose of securing a private benefit for yourself or for any other person
 - f) not use confidential information with the intention to cause harm or detriment to the council or any other person or body
 - g) not disclose any confidential information discussed during a confidential session of a council or committee meeting or any other confidential forum (such as, but not limited to, workshops or briefing sessions).

Personal Information

- 8.12 When dealing with personal information you must comply with:
- a) the Privacy and Personal Information Protection Act 1998
 - b) the Health Records and Information Privacy Act 2002

- c) the Information Protection Principles and Health Privacy Principles
- d) the council's privacy management plan
- e) the Privacy Code of Practice for Local Government

Use of council resources

- 8.13 You must use council resources ethically, effectively, efficiently and carefully in exercising your official functions, and must not use them for private purposes, except when supplied as part of a contract of employment (but not for private business purposes), unless this use is lawfully authorised and proper payment is made where appropriate.
- 8.14 Union delegates and consultative committee members may have reasonable access to council resources and information for the purposes of carrying out their industrial responsibilities, including but not limited to:
 - a) the representation of members with respect to disciplinary matters
 - b) the representation of employees with respect to grievances and disputes
 - c) functions associated with the role of the local consultative committee.
- 8.15 You must be scrupulous in your use of council property, including intellectual property, official services, facilities, technology and electronic devices and must not permit their misuse by any other person or body.
- 8.16 You must avoid any action or situation that could create the appearance that council property, official services or public facilities are being improperly used for your benefit or the benefit of any other person or body.
- 8.17 You must not use council resources (including council staff), property or facilities for the purpose of assisting your election campaign or the election campaigns of others unless the resources, property or facilities are otherwise available for use or hire by the public and any publicly advertised fee is paid for use of the resources, property or facility.
- 8.18 You must not use the council letterhead, council crests, council email or social media or other information that could give the appearance it is official council material:
 - a) for the purpose of assisting your election campaign or the election campaign of others, or
 - b) for other non-official purposes.
- 8.19 You must not covert any property of the council to your own use unless properly authorised.

Internet access

- 8.20 You must not use council's computer resources or mobile or other devices to search for, access, download or communicate any material of an offensive, obscene, pornographic, threatening, abusive or defamatory nature, or that could otherwise lead to criminal penalty or civil liability and/or damage the council's reputation.

Council record keeping

- 8.21 You must comply with the requirements of the State Records Act 1998 and the council's records management policy.
- 8.22 All information created, sent and received in your official capacity is a council record and must be managed in accordance with the requirements of the State Records Act 1998 and the council's approved records management policies and practices.
- 8.23 All information stored in either soft or hard copy on council supplied resources (including technology devices and email accounts) is deemed to be related to the business of the

council and will be treated as council records, regardless of whether the original intention was to create the information for personal purposes.

- 8.24 You must not destroy, alter, or dispose of council information or records, unless authorised to do so. If you need to alter or dispose of council information or records, you must do so in consultation with the council's records manager and comply with the requirements of the State Records Act 1998.

Councillor access to council buildings

- 8.25 Councillors and administrators are entitled to have access to the council chamber, committee room, mayor's office (subject to availability), councillors' rooms, and public areas of council's buildings during normal business hours and for meetings. Councillors and administrators needing access to these facilities at other times must obtain authority from the general manager.
- 8.26 Councillors and administrators must not enter staff-only areas of council buildings without the approval of the general manager (or their delegate) or as provided for in the procedures governing the interaction of councillors and council staff.
- 8.27 Councillors and administrators must ensure that when they are within a staff only area they refrain from conduct that could be perceived to improperly influence council staff decisions.

9. Maintaining the Integrity of This Code

Complaints made for an improper purpose

- 9.1 You must not make or threaten to make a complaint or cause a complaint to be made alleging a breach of this code for an improper purpose.
- 9.2 For the purposes of clause 9.1, a complaint is made for an improper purpose where it is trivial, frivolous, vexatious or not made in good faith, or where it otherwise lacks merit and has been made substantially for one or more of the following purposes:
- a) to bully, intimidate or harass another council official
 - b) to damage another council official's reputation
 - c) to obtain a political advantage
 - d) to influence a council official in the exercise of their official functions or to prevent or disrupt the exercise of those functions
 - e) to influence the council in the exercise of its functions or to prevent or disrupt the exercise of those functions
 - f) to avoid disciplinary action under the Procedures
 - g) to take reprisal action against a person for making a complaint alleging a breach of this code
 - h) to take reprisal action against a person for exercising a function prescribed under the Procedures
 - i) to prevent or disrupt the effective administration of this code under the Procedures.

Detrimental action

- 9.3 You must not take detrimental action or cause detrimental action to be taken against a person substantially in reprisal for a complaint they have made alleging a breach of this code.
- 9.4 You must not take detrimental action or cause detrimental action to be taken against a person substantially in reprisal for any function they have exercised under the Procedures.

Owner: Corporate Services
Last revised: 4/07/2025

Page 23 of 37

Document Set ID: 8631649
Version: 5, Version Date: 01/09/2025

- 9.5 For the purposes of clauses 9.3 and 9.4, a detrimental action is an action causing, comprising or involving any of the following:
- a) injury, damage or loss
 - b) intimidation or harassment
 - c) discrimination, disadvantage or adverse treatment in relation to employment
 - d) dismissal from, or prejudice in, employment
 - e) disciplinary proceedings.

Compliance with requirements under the Procedures

- 9.6 You must not engage in conduct that is calculated to impede or disrupt the consideration of a matter under the Procedures.
- 9.7 You must comply with a reasonable and lawful request made by a person exercising a function under the Procedures. A failure to make a written or oral submission invited under the Procedures will not constitute a breach of this clause.
- 9.8 You must comply with a practice ruling made by the Office under the Procedures.

Disclosure of information about the consideration of a matter under the Procedures

- 9.9 All allegations of breaches of this code must be dealt with under and in accordance with the Procedures.
- 9.10 You must not allege breaches of this code other than by way of a complaint made or initiated under the Procedures.
- 9.11 You must not make allegations about, or disclose information about, suspected breaches of this code at council, committee or other meetings, whether open to the public or not, or in any other forum, whether public or not.
- 9.12 You must not disclose information about a complaint you have made alleging a breach of this code or any other matter being considered under the Procedures except for the purposes of seeking legal advice, unless the disclosure is otherwise permitted under the Procedures.
- 9.13 Nothing under this Part prevents a person from making a public interest disclosure to an appropriate public authority or investigative authority under the *Public Interest Disclosures Act 1994*.

Complaints alleging a breach of this Part

- 9.14 Complaints alleging a breach of this Part by a councillor, the general manager or an administrator are to be managed by the Office. This clause does not prevent the Office from referring an alleged breach of this Part back to the council for consideration in accordance with the Procedures.
- 9.15 Complaints alleging a breach of this Part by other council officials are to be managed by the general manager in accordance with the Procedures.

Schedule 1: Disclosures of Interests and Other Matters in Written Returns Submitted Under Clause 4.2.1

Part 1: Preliminary

Definitions

1. For the purposes of the schedules to this code, the following definitions apply:

address means:

- a) in relation to a person other than a corporation, the last residential or business address of the person known to the councillor or designated person disclosing the address, or
- b) in relation to a corporation, the address of the registered office of the corporation in New South Wales or, if there is no such office, the address of the principal office of the corporation in the place where it is registered, or
- c) in relation to any real property, the street address of the property.

de facto partner has the same meaning as defined in section 21C of the *Interpretation Act 1987*.

disposition of property means a conveyance, transfer, assignment, settlement, delivery, payment or other alienation of property, including the following:

- a) the allotment of shares in a company
- b) the creation of a trust in respect of property
- c) the grant or creation of a lease, mortgage, charge, easement, licence, power, partnership or interest in respect of property
- d) the release, discharge, surrender, forfeiture or abandonment, at law or in equity, of a debt, contract or chose in action, or of an interest in respect of property
- e) the exercise by a person of a general power of appointment over property in favour of another person
- f) a transaction entered into by a person who intends by the transaction to diminish, directly or indirectly, the value of the person's own property and to increase the value of the property of another person.

gift means a disposition of property made otherwise than by will (whether or not by instrument in writing) without consideration, or with inadequate consideration, in money or money's worth passing from the person to whom the disposition was made to the person who made the disposition, but does not include a financial or other contribution to travel.

interest means:

- a) in relation to property, an estate, interest, right or power, at law or in equity, in or over the property, or
- b) in relation to a corporation, a relevant interest (within the meaning of section 9 of the *Corporations Act 2001* of the Commonwealth) in securities issued or made available by the corporation.

listed company means a company that is listed within the meaning of section 9 of the *Corporations Act 2001* of the Commonwealth.

occupation includes trade, profession and vocation.

professional or business association means an incorporated or unincorporated body or organisation having as one of its objects or activities the promotion of the economic interests of its members in any occupation.

property includes money.

return date means:

- a) in the case of a return made under clause 4.21(a), the date on which a person became a councillor or designated person
- b) in the case of a return made under clause 4.21(b), 30 June of the year in which the return is made
- c) in the case of a return made under clause 4.21(c), the date on which the councillor or designated person became aware of the interest to be disclosed.

relative includes any of the following:

- a) a person's spouse or de facto partner
- b) a person's parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant or adopted child
- c) a person's spouse's or de facto partner's parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant or adopted child
- d) the spouse or de facto partner of a person referred to in paragraphs (b) and (c).

travel includes accommodation incidental to a journey.

Matters relating to the interests that must be included in returns

2. *Interests etc. outside New South Wales:* A reference in this schedule or in schedule 2 to a disclosure concerning a corporation or other thing includes any reference to a disclosure concerning a corporation registered, or other thing arising or received, outside New South Wales.
3. *References to interests in real property:* A reference in this schedule or in schedule 2 to real property in which a councillor or designated person has an interest includes a reference to any real property situated in Australia in which the councillor or designated person has an interest.
4. *Gifts, loans etc. from related corporations:* For the purposes of this schedule and schedule 2, gifts or contributions to travel given, loans made, or goods or services supplied, to a councillor or designated person by two or more corporations that are related to each other for the purposes of section 50 of the *Corporations Act 2001* of the Commonwealth are all given, made or supplied by a single corporation.

Part 2: Pecuniary interests to be disclosed in returns

Real property

5. A person making a return under clause 4.21 of this code must disclose:
 - a) the street address of each parcel of real property in which they had an interest on the return date, and
 - b) the street address of each parcel of real property in which they had an interest in the period since 30 June of the previous financial year, and
 - c) the nature of the interest.
6. An interest in a parcel of real property need not be disclosed in a return if the person making the return had the interest only:

- a) as executor of the will, or administrator of the estate, of a deceased person and not as a beneficiary under the will or intestacy, or
 - b) as a trustee, if the interest was acquired in the ordinary course of an occupation not related to their duties as the holder of a position required to make a return.
7. An interest in a parcel of real property need not be disclosed in a return if the person ceased to hold the interest prior to becoming a councillor or designated person.
8. For the purposes of clause 5 of this schedule, "interest" includes an option to purchase.

Gifts

9. A person making a return under clause 4.21 of this code must disclose:
- a) a description of each gift received in the period since 30 June of the previous financial year, and
 - b) the name and address of the donor of each of the gifts.
10. A gift need not be included in a return if:
- a) it did not exceed \$500, unless it was among gifts totalling more than \$500 made by the same person during a period of 12 months or less, or
 - b) it was a political donation disclosed, or required to be disclosed, under Part 3 of the *Electoral Funding Act 2018*, or
 - c) the donor was a relative of the donee, or
 - d) subject to paragraph (a), it was received prior to the person becoming a councillor or designated person.
11. For the purposes of clause 10 of this schedule, the amount of a gift other than money is an amount equal to the value of the property given.

Contributions to travel

12. A person making a return under clause 4.21 of this code must disclose:
- a) the name and address of each person who made any financial or other contribution to the expenses of any travel undertaken by the person in the period since 30 June of the previous financial year, and
 - b) the dates on which the travel was undertaken, and
 - c) the names of the states and territories, and of the overseas countries, in which the travel was undertaken.
13. A financial or other contribution to any travel need not be disclosed under this clause if it:
- a) was made from public funds (including a contribution arising from travel on free passes issued under an Act or from travel in government or council vehicles), or
 - b) was made by a relative of the traveller, or
 - c) was made in the ordinary course of an occupation of the traveller that is not related to their functions as the holder of a position requiring the making of a return, or
 - d) did not exceed \$250, unless it was among gifts totalling more than \$250 made by the same person during a 12-month period or less, or
 - e) was a political donation disclosed, or required to be disclosed, under Part 3 of the *Electoral Funding Act 2018*, or
 - f) was made by a political party of which the traveller was a member and the travel was undertaken for the purpose of political activity of the party in New South Wales, or to enable the traveller to represent the party within Australia, or

- g) subject to paragraph (d) it was received prior to the person becoming a councillor or designated person.

14. For the purposes of clause 13 of this schedule, the amount of a contribution (other than a financial contribution) is an amount equal to the value of the contribution.

Interests and positions in corporations

15. A person making a return under clause 4.21 of this code must disclose:
- a) the name and address of each corporation in which they had an interest or held a position (whether remunerated or not) on the return date, and
 - b) the name and address of each corporation in which they had an interest or held a position in the period since 30 June of the previous financial year, and
 - c) the nature of the interest, or the position held, in each of the corporations, and
 - d) a description of the principal objects (if any) of each of the corporations, except in the case of a listed company.
16. An interest in, or a position held in, a corporation need not be disclosed if the corporation is:
- a) formed for the purpose of providing recreation or amusement, or for promoting commerce, industry, art, science, religion or charity, or for any other community purpose, and
 - b) required to apply its profits or other income in promoting its objects, and
 - c) prohibited from paying any dividend to its members.
17. An interest in a corporation need not be disclosed if the interest is a beneficial interest in shares in a company that does not exceed 10 per cent of the voting rights in the company.
18. An interest or a position in a corporation need not be disclosed if the person ceased to hold the interest or position prior to becoming a councillor or designated person.

Interests as a property developer or a close associate of a property developer

19. A person making a return under clause 4.21 of this code must disclose whether they were a property developer, or a close associate of a corporation that, or an individual who, is a property developer, on the return date.
20. For the purposes of clause 19 of this schedule:
- close associate*, in relation to a corporation or an individual, has the same meaning as it has in section 53 of the *Electoral Funding Act 2018*.
- property developer* has the same meaning as it has in Division 7 of Part 3 of the *Electoral Funding Act 2018*.

Positions in trade unions and professional or business associations

21. A person making a return under clause 4.21 of the code must disclose:
- a) the name of each trade union, and of each professional or business association, in which they held any position (whether remunerated or not) on the return date, and
 - b) the name of each trade union, and of each professional or business association, in which they have held any position (whether remunerated or not) in the period since 30 June of the previous financial year, and
 - c) a description of the position held in each of the unions and associations.
22. A position held in a trade union or a professional or business association need not be disclosed if the person ceased to hold the position prior to becoming a councillor or designated person.

Dispositions of real property

23. A person making a return under clause 4.21 of this code must disclose particulars of each disposition of real property by the person (including the street address of the affected property) in the period since 30 June of the previous financial year, under which they wholly or partly retained the use and benefit of the property or the right to re-acquire the property.
24. A person making a return under clause 4.21 of this code must disclose particulars of each disposition of real property to another person (including the street address of the affected property) in the period since 30 June of the previous financial year, that is made under arrangements with, but is not made by, the person making the return, being a disposition under which the person making the return obtained wholly or partly the use of the property.
25. A disposition of real property need not be disclosed if it was made prior to a person becoming a councillor or designated person.

Sources of income

26. A person making a return under clause 4.21 of this code must disclose:
 - a) each source of income that the person reasonably expects to receive in the period commencing on the first day after the return date and ending on the following 30 June, and
 - b) each source of income received by the person in the period since 30 June of the previous financial year.
27. A reference in clause 26 of this schedule to each source of income received, or reasonably expected to be received, by a person is a reference to:
 - a) in relation to income from an occupation of the person:
 - (i) a description of the occupation, and
 - (ii) if the person is employed or the holder of an office, the name and address of their employer, or a description of the office, and
 - (iii) if the person has entered into a partnership with other persons, the name (if any) under which the partnership is conducted, or
 - b) in relation to income from a trust, the name and address of the settlor and the trustee, or
 - c) in relation to any other income, a description sufficient to identify the person from whom, or the circumstances in which, the income was, or is reasonably expected to be, received.
28. The source of any income need not be disclosed by a person in a return if the amount of the income received, or reasonably expected to be received, by the person from that source did not exceed \$500, or is not reasonably expected to exceed \$500, as the case may be.
29. The source of any income received by the person that they ceased to receive prior to becoming a councillor or designated person need not be disclosed.
30. A fee paid to a councillor or to the mayor or deputy mayor under sections 248 or 249 of the LGA need not be disclosed.

Debts

31. A person making a return under clause 4.21 of this code must disclose the name and address of each person to whom the person was liable to pay any debt:
 - a) on the return date, and
 - b) at any time in the period since 30 June of the previous financial year.

32. A liability to pay a debt must be disclosed by a person in a return made under clause 4.21 whether or not the amount, or any part of the amount, to be paid was due and payable on the return date or at any time in the period since 30 June of the previous financial year, as the case may be.
33. A liability to pay a debt need not be disclosed by a person in a return if:
- a) the amount to be paid did not exceed \$500 on the return date or in the period since 30 June of the previous financial year, as the case may be, unless:
 - (i) the debt was one of two or more debts that the person was liable to pay to one person on the return date, or at any time in the period since 30 June of the previous financial year, as the case may be, and
 - (ii) the amounts to be paid exceeded, in the aggregate, \$500, or
 - b) the person was liable to pay the debt to a relative, or
 - c) in the case of a debt arising from a loan of money the person was liable to pay the debt to an authorised deposit-taking institution or other person whose ordinary business includes the lending of money, and the loan was made in the ordinary course of business of the lender, or
 - d) in the case of a debt arising from the supply of goods or services:
 - (i) the goods or services were supplied in the period of 12 months immediately preceding the return date, or were supplied in the period since 30 June of the previous financial year, as the case may be, or
 - (ii) the goods or services were supplied in the ordinary course of any occupation of the person that is not related to their duties as the holder of a position required to make a return, or
 - e) subject to paragraph (a), the debt was discharged prior to the person becoming a councillor or designated person.

Discretionary disclosures

34. A person may voluntarily disclose in a return any interest, benefit, advantage or liability, whether pecuniary or not, that is not required to be disclosed under another provision of this Schedule.

Schedule 2: Form of Written Return of Interests Submitted Under Clause 4.21'Disclosures by councillors and designated persons' return

1. The pecuniary interests and other matters to be disclosed in this return are prescribed by Schedule 1 of the *Model Code of Conduct for Local Councils in NSW* (the Model Code of Conduct).
2. If this is the first return you have been required to lodge with the general manager after becoming a councillor or designated person, do not complete Parts C, D and I of the return. All other parts of the return should be completed with appropriate information based on your circumstances at the return date, that is, the date on which you became a councillor or designated person.
3. If you have previously lodged a return with the general manager and you are completing this return for the purposes of disclosing a new interest that was not disclosed in the last return you lodged with the general manager, you must complete all parts of the return with appropriate information for the period from 30 June of the previous financial year or the date on which you became a councillor or designated person, (whichever is the later date), to the return date which is the date you became aware of the new interest to be disclosed in your updated return.
4. If you have previously lodged a return with the general manager and are submitting a new return for the new financial year, you must complete all parts of the return with appropriate information for the 12-month period commencing on 30 June of the previous year to 30 June this year.
5. This form must be completed using block letters or typed.
6. If there is insufficient space for all the information you are required to disclose, you must attach an appendix which is to be properly identified and signed by you.
7. If there are no pecuniary interests or other matters of the kind required to be disclosed under a heading in this form, the word "NIL" is to be placed in an appropriate space under that heading.

Important information

This information is being collected for the purpose of complying with clause 4.21 of the Model Code of Conduct.

You must not lodge a return that you know or ought reasonably to know is false or misleading in a material particular (see clause 4.23 of the Model Code of Conduct). Complaints about breaches of these requirements are to be referred to the Office of Local Government and may result in disciplinary action by the council, the Chief Executive of the Office of Local Government or the NSW Civil and Administrative Tribunal.

The information collected on this form will be kept by the general manager in a register of returns. The general manager is required to table all returns at a council meeting.

Information contained in returns made and lodged under clause 4.21 is to be made publicly available in accordance with the requirements of the *Government Information (Public Access) Act 2009*, the *Government Information (Public Access) Regulation 2009* and any guidelines issued by the Information Commissioner.

You have an obligation to keep the information contained in this return up to date. If you become aware of a new interest that must be disclosed in this return, or an interest that you have previously failed to disclose, you must submit an updated return within three months of becoming aware of the previously undisclosed interest.

Disclosure of pecuniary interests and other matters by [full name of councillor or designated person]

as at [return date]

in respect of the period from [date] to [date]

[councillor's or designated person's signature]

[date]

A. Real Property

Street address of each parcel of real property in which I had an interest at the return date/at any time since 30 June	Nature of interest

B. Sources of income

1 Sources of income I reasonably expect to receive from an occupation in the period commencing on the first day after the return date and ending on the following 30 June

Sources of income I received from an occupation at any time since 30 June

Description of occupation	Name and address of employer or description of office held (if applicable)	Name under which partnership conducted (if applicable)

2 Sources of income I reasonably expect to receive from a trust in the period commencing on the first day after the return date and ending on the following 30 June

Sources of income I received from a trust since 30 June

Name and address of settlor	Name and address of trustee

3 Sources of other income I reasonably expect to receive in the period commencing on the first day after the return date and ending on the following 30 June

Sources of other income I received at any time since 30 June

[Include description sufficient to identify the person from whom, or the circumstances in which, that income was received]

C. Gifts

Description of each gift I received at any time since 30 June	Name and address of donor

D. Contributions to travel

Name and address of each person who made any financial or other contribution to any travel undertaken by me at any time since 30 June	Dates on which travel was undertaken	Name of States, Territories of the Commonwealth and overseas countries in which travel was undertaken

E. Interests and positions in corporations

Name and address of each corporation in which I had an interest or held a position at the return date/at any time since 30 June	Nature of interest (if any)	Description of position (if any)	Description of principal objects (if any) of corporation (except in case of listed company)

F. Were you a property developer or a close associate of a property developer on the return date? (Y/N)

G. Positions in trade unions and professional or business associations

Name of each trade union and each professional or business association in which I held any position (whether remunerated or not) at the return date/at any time since 30 June	Description of position

Owner: Corporate Services
Last revised: 4/07/2025

Page 32 of 37

Document Set ID: 8631649
Version: 5, Version Date: 01/09/2025

H. Debts

Name and address of each person to whom I was liable to pay any debt at the return date/at any time since 30 June

I. Dispositions of property

1 Particulars of each disposition of real property by me (including the street address of the affected property) at any time since 30 June as a result of which I retained, either wholly or in part, the use and benefit of the property or the right to re-acquire the property at a later time

2 Particulars of each disposition of property to a person by any other person under arrangements made by me (including the street address of the affected property), being dispositions made at any time since 30 June, as a result of which I obtained, either wholly or in part, the use and benefit of the property

J. Discretionary disclosures

Schedule 3: Form of Special Disclosure of Pecuniary Interest Submitted Under Clause 4.37

1. This form must be completed using block letters or typed.
2. If there is insufficient space for all the information you are required to disclose, you must attach an appendix which is to be properly identified and signed by you.

Important information

This information is being collected for the purpose of making a special disclosure of pecuniary interests under clause 4.36(c) of the *Model Code of Conduct for Local Councils in NSW* (the Model Code of Conduct).

The special disclosure must relate only to a pecuniary interest that a councillor has in the councillor's principal place of residence, or an interest another person (whose interests are relevant under clause 4.3 of the Model Code of Conduct) has in that person's principal place of residence.

Clause 4.3 of the Model Code of Conduct states that you will have a pecuniary interest in a matter because of the pecuniary interest of your spouse or your de facto partner or your relative or because your business partner or employer has a pecuniary interest. You will also have a pecuniary interest in a matter because you, your nominee, your business partner or your employer is a member of a company or other body that has a pecuniary interest in the matter.

"Relative" is defined by clause 4.4 of the Model Code of Conduct as meaning your, your spouse's or your de facto partner's parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant or adopted child and the spouse or de facto partner of any of those persons.

You must not make a special disclosure that you know or ought reasonably to know is false or misleading in a material particular. Complaints about breaches of these requirements are to be referred to the Office of Local Government and may result in disciplinary action by the Chief Executive of the Office of Local Government or the NSW Civil and Administrative Tribunal.

This form must be completed by you before the commencement of the council or council committee meeting at which the special disclosure is being made. The completed form must be tabled at the meeting. Everyone is entitled to inspect it. The special disclosure must be recorded in the minutes of the meeting.

Special disclosure of pecuniary interests by *[full name of councillor]*
in the matter of *[insert name of environmental planning instrument]*
which is to be considered at a meeting of the *[name of council or council committee (as the case requires)]*
to be held on the day of 20 .

Pecuniary interest	
Address of the affected principal place of residence of the councillor or an associated person, company or body (the identified land)	
Relationship of identified land to the councillor <i>[Tick or cross one box.]</i>	<input type="checkbox"/> The councillor has an interest in the land (e.g. is the owner or has another interest arising out of a mortgage, lease, trust, option or contract, or otherwise). <input type="checkbox"/> An associated person of the councillor has an interest in the land. <input type="checkbox"/> An associated company or body of the councillor has an interest in the land.
Matter giving rise to pecuniary interest ¹	
Nature of the land that is subject to a change in zone/planning control by the proposed LEP (the subject land) ² <i>[Tick or cross one box]</i>	<input type="checkbox"/> The identified land. <input type="checkbox"/> Land that adjoins or is adjacent to or is in proximity to the identified land.
Current zone/planning control <i>[Insert name of current planning instrument and identify relevant zone/planning control applying to the subject land]</i>	
Proposed change of zone/planning control <i>[Insert name of proposed LEP and identify proposed change of zone/planning control applying to the subject land]</i>	
Effect of proposed change of zone/planning control on councillor or associated person <i>[Insert one of the following: "Appreciable financial gain" or "Appreciable financial loss"]</i>	

[If more than one pecuniary interest is to be declared, reprint the above box and fill in for each additional interest.]

Councillor's signature

Date

[This form is to be retained by the council's general manager and included in full in the minutes of the meeting]

¹ Clause 4.1 of the Model Code of Conduct provides that a pecuniary interest is an interest that a person has in a matter because of a reasonable likelihood or expectation of appreciable financial gain or loss to the person. A person does not have a pecuniary interest in a matter if the interest is so remote or insignificant that it could not reasonably be regarded as likely to influence any decision the person might make in relation to the matter, or if the interest is of a kind specified in clause 4.6 of the Model Code of Conduct.

² A pecuniary interest may arise by way of a change of permissible use of land adjoining, adjacent to or in proximity to land in which a councillor or a person, company or body referred to in clause 4.3 of the Model Code of Conduct has a proprietary interest.

10. Responsibilities

Role	Responsibility
General Manager	Accountable/ endorsement of Policy and facilitate education and compliance (of staff and Councillors) with the City of Canada Bay Code of Conduct
Directors	Assist in the education and compliance with the City of Canada Bay Code of Conduct with teams within their directorate.
Manager Governance and Risk	Act as the Complaints Coordinator and conduct and/ or refer Code of Conduct matters as per procedure.
Business Unit Managers	Ensure staff function within the provisions in the Code of Conduct.
Councillors	Approve and abide by the City of Canada Bay Council's Code of Conduct
All staff	Abide by the City of Canada Bay Council's Code of Conduct.

11. Laws and Standards

- Local Government Act 1993
- Local Government (General) Regulation 2021
- Model Code of Conduct for Local Councils in NSW - 2020
- Procedures for the Administration of the Model Code of Conduct for Local Councils in NSW - 2020

12. Related City of Canada Bay Policies and Procedures

- Fraud and Corruption Policy
- Drug and Alcohol-Free Workplace Policy
- Councillor and Staff Interaction Policy
- Data Breach Policy
- Record Management Policy
- Policy for the Payment of Expenses and Provision of Facilities to Councillors
- Procurement Policy

13. Consultation

The draft Policy is presented to Council to be placed on public exhibition for a minimum of 28 days prior to returning to Council for formal adoption.

14. Approval Status

The Council approved this policy on **DATE**

15. Approval History

Stage	Date	Comment	ECM ID
Original Policy	19/2/2013	Approved by Council	3543709
Reviewed	19/3/2019	Approved by Council	6506970
Reviewed	17/5/2022	Approved by Council	7580799
Reviewed	21/07/2025	Updated to new Policy format and laws standards/ related policies/ consultation/ approval status, history and ownership completed	8631649
Next Review	09/09/2029		

Owner: Corporate Services
Last revised: 4/07/2025

Page 36 of 37

Document Set ID: 8631649
Version: 5, Version Date: 01/09/2025

16. Ownership and Approval

Responsibility	Role
Author	Manager Governance and Risk
Owner	Director Corporate Services and Strategy
Endorser	City of Canada Bay Executive
Approver	City of Canada Bay Council

DRAFT

Owner: Corporate Services
Last revised: 4/07/2025

Document Set ID: 8631649
Version: 5, Version Date: 01/09/2025

Page 37 of 37